

ABSTRACT

Brigita Saras Andriani (01669200045)

THE EFFECT OF JOB EMBEDDEDNESS, JOB SATISFACTION, AND PERCEIVED ORGANIZATIONAL SUPPORT ON TEACHER'S AFFECTIVE COMMITMENT AT SMP XYZ JAKARTA

(xv + 100 pages: 14 figures; 16 tables; 13 appendices)

A Teacher has various important roles in a school. The existence of a teacher becomes a determining factor of successful learning activities in the classroom. It is important for schools to maintain teacher's affective commitment, namely the emotional attachment of teachers to schools that makes teachers do not leave the school. Affective commitment is related to many factors, including job embeddedness, job satisfaction, and perceived organizational support. This study aims to determine the effect of job embeddedness, job satisfaction, and perceived organizational support on teacher's affective commitment. The research respondents were 204 teachers who teach at an XYZ Private Junior High School in Jakarta, where affective commitment was identified in the teacher. The research design which was used is survey with a quantitative deductive approach. The data analysis which was used is PLS-SEM with the SmartPLS 3.2.9. The result showed that job embeddedness influenced positively to job satisfaction, job embeddedness influenced positively to perceived organizational support, job embeddedness influenced positively to affective commitment, job satisfaction influenced positively to affective commitment, perceived organizational support influenced positively to affective commitment, job embeddedness influenced positively to affective commitment through job satisfaction, job embeddedness influenced positively to affective commitment through perceived organizational support.

Keyword : job embeddedness, job satisfaction, and perceived organizational support, affective commitment

References: 43 (1993-2021)

ABSTRAK

Brigita Saras Andriani (01669200045)

PENGARUH *JOB EMBEDDEDNESS*, *JOB SATISFACTION*, DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *AFFECTIVE COMMITMENT* GURU DI SMP XYZ JAKARTA

(xv + 100 halaman: 14 gambar; 16 tabel; 13 lampiran)

Seorang guru mempunyai berbagai peran penting di sebuah sekolah. Keberadaan guru menjadi faktor penentu keberhasilan kegiatan pembelajaran di kelas. Penting bagi suatu sekolah untuk menjaga *affective commitment* guru yaitu ikatan emosional guru terhadap sekolah yang membuat guru tidak meninggalkan sekolah. *Affective commitment* tersebut berhubungan dengan banyak faktor, diantaranya *job embeddedness*, *job satisfaction*, dan *perceived organizational support*. Penelitian ini bertujuan untuk mengetahui pengaruh *job embeddedness*, *job satisfaction*, dan *perceived organizational support* terhadap *affective commitment* guru. Adapun responden penelitian ini adalah 204 guru yang mengajar di sebuah Sekolah Menengah Pertama Swasta XYZ di Jakarta, dimana teridentifikasi guru yang memiliki *affective commitment*. Desain penelitian yang digunakan adalah survei dengan pendekatan deduktif kuantitatif. Teknik analisis data yang digunakan adalah SEM dengan *SmartPLS 3.2.9*. Hasil penelitian yang diperoleh menunjukkan bahwa *job embeddedness* memengaruhi *job satisfaction* secara positif, *job embeddedness* memengaruhi *perceived organizational support* secara positif, *job embeddedness* memengaruhi *affective commitment* secara positif, *job satisfaction* memengaruhi *affective commitment* secara positif, *perceived organizational support* memengaruhi *affective commitment* secara positif, *job embeddedness* memengaruhi *affective commitment* melalui *job satisfaction* secara positif, *job embeddedness* memengaruhi *affective commitment* melalui *perceived organizational support* secara positif.

Kata kunci : *job embeddedness*, *job satisfaction*, dan *perceived organizational support*, *affective commitment*

Referensi: 43 (1993-2021)