

## ABSTRAK

### HUBUNGAN *WORK FAMILY CULTURE* DENGAN KOMITMEN AFEKTIF

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**Abstrak** – Komitmen afektif merupakan sebuah perasaan emosional, pengenalan, dedikasi serta keikutsertaan pegawai dalam bekerja didalam sebuah organisasi. Komitmen afektif juga memiliki hubungan dengan budaya kerja keluarga atau *work family culture*. *Work family culture* yaitu rasa percaya serta nilai-nilai bersama tentang bagaimana organisasi dapat mendukung serta dapat menghargai serta menghormati integrasi dalam kehidupan kerja dan keluarga karyawannya. Tujuan dari penelitian ini yaitu untuk menjelaskan hubungan antara *work family culture* dengan komitmen afektif pegawai. Teknik pengambilan data akan dilakukan menggunakan *accidental sampling*, reponden penelitian yaitu seluruh pegawai dengan jumlah sampel yang berpartisipasi sebanyak 91 subjek, alat ukur yang digunakan yaitu *work family culture scale* dan *affective commitment scale*, dan analisis data dengan non parametrik menggunakan korelasi *spearman*. Hasil penelitian ini menunjukkan bahwa adanya hubungan antara *work family culture* dengan komitmen afektif. Dapat dilihat dari hasil uji hipotesis yang menunjukkan nilai  $r = 0,398$  yang artinya nilai signifikansinya  $< 0,05$  yang artinya terdapat hubungan yang positif antara *work family culture* dengan komitmen afektif.

Kata Kunci : *Work Family Culture*, Komitmen Afektif, pegawai

**Abstract** - Affective commitment is a feeling of emotional feelings, recognition, dedication and participation of employees in working within an organization. Affective commitment also has a relationship with work family culture or work family culture. Work family culture is a sense of trust and shared values about how the organization can support and can appreciate and respect integration in the work and family lives of its employees. The purpose of this study is to explain the relationship between work family culture and employee affective commitment. The data collection technique will be carried out using accidental sampling, research respondents are all employees with a total sample of 91 subjects, measuring instruments used are work family culture scale and affective commitment scale, and non-parametric data analysis using Spearman correlation. The results of this study indicate that there is a relationship between work family culture and affective commitment. It can be seen from the results of the hypothesis test which shows the value of  $r = 0.398$ , which means the significance value is  $< 0.05$ , which means that there is a positive relationship between work family culture and affective commitment.

Keywords: *Work Family Culture*, *Affective Commitment*, *employees*

