

ABSTRAK

Anisyah Tri Wulandari. 2025. Pengaruh *Perceived organization support*, *Self efficacy*, dan Pelatihan Terhadap Komitmen Afektif Karyawan PT. BPR Mulyo Raharjo Magetan. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Heny Sidanti, S.E., M.M. Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menguji pengaruh *Perceived Organizational Support*, *Self-Efficacy*, dan Pelatihan terhadap Komitmen Afektif karyawan PT. BPR Mulyo Raharjo Magetan. Komitmen afektif merupakan kondisi keterikatan emosional, rasa identifikasi, dan keterlibatan individu terhadap organisasi yang mendorong keinginan untuk tetap menjadi bagian darinya. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik *sampling jenuh*, sehingga seluruh populasi yang berjumlah 63 karyawan dijadikan sampel. Data dikumpulkan dengan kuisisioner melalui google form. Analisis data dilakukan dengan regresi linear berganda menggunakan software SPSS versi 25. Hasil penelitian menunjukkan bahwa *perceived organization support* berpengaruh positif dan signifikan terhadap komitmen afektif, *self efficacy* berpengaruh positif dan signifikan terhadap komitmen afektif, dan pelatihan berpengaruh positif dan signifikan terhadap komitmen afektif, serta *perceived organization support*, *self efficacy*, dan pelatihan secara simultan berpengaruh positif dan signifikan terhadap komitmen afektif karyawan PT. BPR Mulyo Raharjo Magetan.

Kata Kunci: *Perceived organization support*, *Self efficacy*, Pelatihan, Komitmen Afektif

ABSTRACT

Anisyah Tri Wulandari. 2025. *The Influence of Perceived Organizational Support, Self-Efficacy, and Training on Affective commitment of Employees at PT. BPR Mulyo Raharjo Magetan*. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I): Dr. Heny Sidanti, S.E., M.M. Advisor (II): Robby Sandhi Dessyarti, S.E., M.M.

This study aims to examine the effect of Perceived Organizational Support, Self-Efficacy, and Training on the Affective commitment of employees at PT. BPR Mulyo Raharjo Magetan. Affective commitment is a condition of emotional attachment, identification, and involvement of individuals with an organization, which encourages the desire to remain a part of it. This research employed a quantitative approach with a saturated sampling technique, in which the entire population of 63 employees was used as the sample. Data were collected using questionnaires distributed via Google Forms. Data analysis was conducted using multiple linear regression with SPSS version 25. The results showed that perceived organizational support had a positive and significant effect on affective commitment, self-efficacy had a positive and significant effect on affective commitment, and training had a positive and significant effect on affective commitment. Furthermore, perceived organizational support, self-efficacy, and training simultaneously had a positive and significant effect on the affective commitment of employees at PT. BPR Mulyo Raharjo Magetan.

Keywords: *Perceived Organizational Support, Self-Efficacy, Training, Affective commitment*