

## ABSTRAK

Nindi Alifia Putri. 2025. Pengaruh *Perceived Organizational Support*, *Employee Engagement*, Dan *Prosedural Justice* Terhadap *Affective Commitment* Pekerja Perempuan Pada Sektor Formal Di Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Diah Santi Hariyani, S.E., M.Si. Pembimbing Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

*Affective commitment* merupakan keterikatan emosional individu terhadap organisasi, yang mendorong loyalitas dan keterlibatan yang lebih besar dalam kegiatan organisasi. Tujuan penelitian ini adalah untuk membuktikan pengaruh *Perceived organizational support*, *employee engagement*, *procedural justice* Terhadap *affective commitment* Pekerja Perempuan Pada Sektor Formal di Kota Madiun. Teknik pengambilan sampel menggunakan purposive sampling dimana penentuan sampel berdasarkan pertimbangan tertentu. Sampel yang digunakan berjumlah 160 responden yang merupakan pekerja perempuan pada sektor formal di kota Madiun. Penelitian ini menggunakan pendekatan kuantitatif. pengumpulan data menggunakan kuesioner dan analisis data dilakukan menggunakan SPSS. Hasil dalam penelitian ini adalah *perceived organizational support* berpengaruh positif dan signifikan terhadap *affective commitment*, *employee engagement* berpengaruh positif dan signifikan terhadap *affective commitment*, *procedural justice* berpengaruh positif signifikan terhadap *Affective Commitment*.

**Kata Kunci:** *Perceived Organizational Support*, *Employee Engagement*, *Procedural Justice*, *Affective Commitment*.

## ABSTRACT

Nindi Alifia Putri. 2025. *The Influence of Perceived Organizational Support, Employee Engagement, and Procedural Justice on Affective Commitment of Female Workers in the Formal Sector in Madiun City*. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I) Dr. Diah Santi Hariyani, S.E., M.Si. Advisor (II) Robby Sandhi Dessyarti, S.E., M.M.

*The affective commitment is an individual's emotional attachment to an organization, which drives loyalty and greater involvement in organizational activities. The aim of this study is to determine the effect of Perceived Organizational Support, Employee Engagement, and Procedural Justice towards the affective commitment of female workers in the formal sector in Madiun City. The sampling technique used was purposive sampling, where sample determination was based on specific considerations. The sample used was 160 respondents, all female workers in the formal sector in Madiun City. This study employed a quantitative approach. Data collection was conducted using a questionnaire, and data analysis was conducted using SmartPLS. The results of this study indicate that perceived organizational support has a positive and significant effect towards affective commitment, employee engagement has a positive and significant effect towards affective commitment, and procedural justice has a positive but insignificant effect towards affective commitment.*

**Keywords:** *Perceived Organizational Support, Employee Engagement, Procedural Justice, and Affective Commitment.*