

ABSTRAK

Berbagai praktik HRM digunakan organisasi untuk meningkatkan kualitas karyawan dimana hal tersebut akan berdampak pada komitmen individu terhadap organisasi. Tingginya komitmen organisasional bisa disebabkan adanya pengembangan karir. Untuk mencapai fleksibilitas, organisasi saat ini menyerahkan tanggung jawab karir kepada individu. Organisasi berharap masing-masing individu dapat mengelola pengembangan karirnya. Penelitian ini bertujuan untuk mengetahui hubungan antara *career self-management* terhadap *affective*, *normative* dan *continuance commitment* melalui *organizational support for career development* sebagai variabel mediasi. Penelitian ini dilakukan di Rumah Sakit Islam Jemursari Surabaya dengan menggunakan pendekatan kuantitatif. Pengambilan data diperoleh dengan menyebarkan angket kuesioner kepada 61 perawat tetap di Rumah Sakit Islam Jemursari Surabaya. Teknik analisis yang digunakan dalam penelitian ini adalah *Partial Least Square* (PLS) dan pengujian hipotesis menggunakan metode statistika pada software Smart PLS. Hasil penelitian ini menemukan bahwa variabel *career self-management* memiliki pengaruh positif dan signifikan terhadap *affective* dan *continuance commitment* tetapi tidak pada *normative commitment*. Selanjutnya, *career self-management* memiliki pengaruh positif dan signifikan terhadap *normative commitment* melalui *organizational support for career development* sebagai variabel mediasi.

Kata kunci: *Career Self-management, Organizational Support for Career Development, Affective, Normative dan Continuance Commitment.*

ABSTRACT

HRM practices used by organizations to improve the quality of employees in which it will have an impact on the individual's commitment to the organization. A high organizational commitment can be caused by the career development. To achieve flexibility, organizations today gave authority the career to the individual. Organization expect the individual can manage his career development. This study aims to determine the relationship between career self-management to the affective, normative and continuance commitment with organizational support for career development as a mediating variable. This research was conducted in Rumah Sakit Islam Jemursari Surabaya with a quantitative approach. Collecting data obtained by distributing questionnaires to 61 permanent nurses in Rumah Sakit Islam Jemursari Surabaya. Analytical techniques used in this study is the Partial Least Square (PLS) and hypothesis testing using statistical methods in software Smart PLS. The research found that the variable career self-management have a positive and significant impact to the affective and continuance commitment but not on normative commitment. Furthermore, career self-management have a positive and significant impact to the normative commitment with organizational support for career development as a mediating variable.

Keywords: *Career Self-management, Organizational Support for Career Development, Affective, Normative and Continuance Commitment.*