

ABSTRAK

Affective commitment dapat dipengaruhi oleh berbagai macam faktor. Terdapat beberapa faktor yang dapat mempengaruhi *affective commitment* karyawan terhadap organisasi salah satunya dapat dipicu dengan adanya dua kondisi yang berbeda yaitu *job demand* dan *job resource*. *Job demand* yang tinggi cenderung akan mempengaruhi *affective commitment* karyawan, begitu juga dengan *job resource* yang tinggi juga memiliki pengaruh terhadap *affective commitment*. Disamping itu, *affective commitment* juga dapat dipengaruhi dengan adanya peran *burnout* dan *work engagement* sebagai variabel mediasi. Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh *job demand* dan *job resource* terhadap *affective commitment* dengan *burnout* dan *work engagement* sebagai variabel mediasi. Sampel dalam penelitian ini yaitu perawat bagian Instalasi Rawat Jalan RSUD Syarifah Ambami Rato Ebu Kabupaten Bangkalan. Teknik analisis yang digunakan dalam penelitian ini yaitu *Partial Least Square (PLS)*.

Hasil pengujian menggunakan analisis *Partial Least Square (PLS)* menunjukkan bahwa *job demand* berpengaruh tidak signifikan terhadap *affective commitment*, *job resource* berpengaruh tidak signifikan terhadap *affective commitment*, sementara itu *job demand* memiliki pengaruh signifikan terhadap *affective commitment* melalui *burnout*, *job resource* memiliki pengaruh signifikan terhadap *affective commitment* melalui *work engagement* yang bermakna bahwa *burnout* dan *work engagement* sebagai mediasi sempurna (*full mediation*) pada perawat Instalasi Rawat Jalan RSUD Syarifah Ambami Rato Ebu Kabupaten Bangkalan.

Kata Kunci: *Job Demand, Job Resource, Burnout, Work Engagement, Affective Commitment*

ABSTRACT

Affective commitment can be affected by various factors. There are several factors that can affect employees' affective commitment to the organization, one of which can be triggered by the presence of two different conditions, namely job demand and job resource. High job demand tends to affect employees' affective commitment, as well as high job resource also has an influence on affective commitment. Besides that, affective commitment can also be influenced by the role of burnout and work engagement as mediating variables. This study aims to determine how the effect of job demand and job resource on affective commitment with burnout and work engagement as mediating variables. The samples in this study were nurses in Unit Instalasi Rawat Jalan of RSUD Syarifah Ambami Rato Ebu Kabupaten Bangkalan. The analysis technique used in this study is SEM based Partial Least Square (PLS).

The test results using Partial Least Square (PLS) analysis show that job demand has no significant effect on affective commitment, job resource also has no significant effect on affective commitment, while job demand has a significant effect on affective commitment through burnout, job resources have a significant effect on affective commitment through work engagement which means that burnout and work engagement as perfect mediation (full mediation) on nurses' of "Instalasi Rawat Jalan" RSUD Syarifah Ambami Rato Ebu Kabupaten Bangkalan.

Keywords: Job Demand, Job Resource, Burnout, Work Engagement, Affective Commitment