

## ABSTRAK

Generasi Y (milenial) masih menjadi fokus utama dalam penelitian beberapa tahun terakhir ini, khususnya penelitian tentang perilaku generasi milenial di perusahaan. Fenomena yang sering terjadi pada generasi milenial adalah kurangnya rasa komitmen dan tidak mudah puas. Petrokimia Gresik merupakan perusahaan yang sedang mengalami regenerasi karyawan secara masif, di mana karyawan generasi X mengalami pensiun besar-besaran sedangkan karyawan milenial menggantikan posisi atau jabatan yang sebelumnya diduduki oleh generasi X. Penerapan sistem-sistem yang diupayakan Petrokimia Gresik bertujuan agar menghindari adanya kesenjangan pada seluruh aktivitas perusahaan. Berangkat dari fenomena tersebut, penelitian ini mengkaji pengaruh *proactive personality*, *performance goal orientation*, *organizational learning culture*, *leader-member exchange* yang positif signifikan terhadap *career satisfaction* dan *affective commitment*.

Penelitian ini bertujuan untuk mengetahui pengaruh faktor individual dan faktor situasional terhadap *career satisfaction* dan *affective commitment* yang dimiliki karyawan milenial. Responden dalam penelitian ini berjumlah 123 karyawan yang berasal dari karyawan milenial Petrokimia Gresik yang memberikan data tentang *proactive personality*, *performance goal orientation*, dan *organizational learning culture*, *leader-member exchange*, serta *career satisfaction* dan *affective commitment* pada organisasinya. Seluruh hipotesis dalam penelitian ini diterima kecuali hipotesis yang menganalisis hubungan *performance goal orientation* terhadap *affective commitment*. Hasil penelitian menunjukkan bahwa *proactive personality*, *organizational learning culture*, dan *leader-member exchange* berpengaruh positif signifikan terhadap *affective commitment*, sedangkan *performance goal orientation* tidak berpengaruh signifikan terhadap *affective commitment*. Selain itu, *proactive personality*, *performance goal orientation*, *organizational learning culture*, *leader-member exchange* berpengaruh positif signifikan terhadap *career satisfaction*. Kemudian, pengaruh *career satisfaction* terhadap *affective commitment*.

**Kata kunci:** Generasi Milenial, *Proactive Personality*, *Performance Goal Orientation*, *Organizational Learning Culture*, *Leader-member Exchange*, *Career Satisfaction*, *Affective Commitment*, Petrokimia Gresik.

## ABSTRACT

*Generation Y (millennials) remains as the main focus of research in recent years, especially about the behavior of millennials in the company. The phenomenon which often occurs on millennials are; not easily satisfied also lack of commitment. Petrokimia Gresik is a company which undergoing massive employee regeneration. The implementation of systems pursued by Petrokimia Gresik aims to avoid age gaps in all company activities. Based on the phenomenon, this study examines the effects of proactive personality, goal orientation performance, organizational learning culture, leader-member exchange which are positively significant towards career satisfaction and affective commitment.*

*This study aims to determine the effect of individual factors and situational factors on career satisfaction and affective commitment of millennial employees. There are 123 millennials employees of Petrokimia Gresik who involved in this study to provide data on proactive personality, performance goal orientation, organizational learning culture, leader-member exchange, and career satisfaction and affective commitment towards the organization. All hypotheses in this study are accepted except the relationship of performance goal orientation towards affective commitment. The results of the study showed that proactive personality, organizational learning culture, and leader-member exchange had a significant positive effect on affective commitment, while the goal orientation performance did not significantly influence affective commitment. In addition, proactive personality, goal orientation performance, organizational learning culture, leader-member exchange have a significant positive effect on career satisfaction. Subsequently, the effect of career satisfaction on positive affective commitment is significant.*

**Keywords:** *Millennials, Proactive Personality, Performance Goal Orientation, Organizational Learning Culture, Exchange Leaders, Career Satisfaction, Affective Commitment, Petrokimia Gresik.*