

## ABSTRACT

### ***Differences in Affective Commitment to Organizations among Gen Z Employees in the E-Commerce Sector Based on Length of Service***

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Research related to affective commitment is essential for Gen Z who are just entering the workforce. This is because the workforce will soon be dominated by Gen Z, who are known as a generation that is still very new to the world of work. This study aims to identify differences in affective commitment toward organizations among Gen Z employees in the e-commerce sector based on length of employment. The research approach used is quantitative with convenience sampling, involving 386 respondents aged 19–28 years. The study employs the Affective Commitment Scale, which is part of the Organizational Commitment Questionnaire. The results of the study indicate that there are no significant differences in affective commitment based on length of service. However, differences are observed among groups with more than two years of service, who tend to exhibit higher affective commitment compared to those with two years or less of service.

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