

ABSTRACT

DIFFERENCES IN AFFECTIVE COMMITMENT TO THE ORGANIZATION AMONG GENERATION Z EMPLOYEES IN THE HOSPITALITY SECTOR BASED ON LENGTH OF EMPLOYMENT

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Generation Z that has entered the workforce, especially in the hospitality industry, has an affective commitment that is influenced by the unique characteristics and values brought by this generation. This study is to see the differences in affective commitment in generation Z who work in the hospitality sector based on length of employment, with a quantitative approach method. This study uses the Affective Commitment Scale (ACS) measuring instrument to calculate the data that has been collected. The sample in this study amounted to 357 generation Z employees working in the hospitality sector. The results of this study indicate that there are differences in affective commitment in generation Z who work more than two years and less than two years, namely in employees who work ≤ 2 years get results ($M = 13.995$, $SD = 3.865$) and employees who work > 2 years get results ($M = 15.845$, $SD = 2.407$). In addition, this study shows that there are no differences in affective commitment based on gender.

Keywords: *affective commitment, generation Z, work tenure, hospitality.*

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