

**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP
WORKFORCE AGILITY MELLAUI ORGANIZATIONAL COMMIYMENT
KARYAWAN GENERASI Z DI PACITAN JAWA TIMUR**

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh *perceived organizational support* terhadap *workforce agility* dengan *organizational commitment* sebagai variabel pemediasi. Penelitian ini menggunakan data primer yang dikumpulkan dengan menyebarkan kuesioner melalui *google form* yang disebarakan kepada karyawan generasi Z di wilayah Pacitan Jawa Timur. Kuesioner yang didapat sebanyak 100 responden, dengan jenis kelamin 41% laki-laki dan 59% perempuan. Metode analisis data dalam penelitian ini menggunakan statistik deskriptif yaitu menggunakan *mean* (rata-rata) dan standar deviasi. Semua item kuesioner sudah diuji validitas, dan uji reliabilitas serta berdistribusi normal, pengaruh antar variabel bersifat linear serta variabel tidak terjadi heteroskedastisitas. Uji *sobel test* disimpulkan bahwa variabel mediasi *organizational commitment* mampu memediasi pengaruh *perceived organizational support* terhadap *organizational commitment*. Kesimpulan dalam penelitian ini adalah (1) *Perceived organizational support* berpengaruh positif terhadap *organizational commitment*. (2) *Organizational commitment* berpengaruh positif terhadap *workforce agility*. (3) *Perceived organizational support* berpengaruh positif terhadap *workforce agility*. (4) *Perceived organizational support* berpengaruh positif terhadap *workforce agility* melalui *organizational commitment*.

Kata Kunci : *Perceived Organizational Support, Organizational Commitment, Workforce Agility*



**THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON
WORKFORCE AGILITY THROUGH ORGANIZATIONAL COMMITMENT
OF GENERATION Z EMPLOYEES IN PACITAN AREA, EAST JAVA**

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Abstract

This study was conducted to determine the effect of perceived organizational support on workforce agility with organizational commitment as a mediating variable. This study uses primary data collected by distributing questionnaires via Google Form to Generation Z employees in the Pacitan area of East Java. The questionnaires were obtained from 100 respondents, with 41% male and 59% female. The data analysis method used in this study is descriptive statistics using the mean (average) and standard deviation. All questionnaire items have been tested for validity and reliability and are normally distributed, the influence between variables is linear and the variables do not experience heteroscedasticity. The Sobel test concluded that the mediating variable organizational commitment is able to mediate the effect of perceived organizational support on organizational commitment. The conclusions in this study are (1) Perceived organizational support has a positive effect on organizational commitment. (2) Organizational commitment has a positive effect on workforce agility. (3) Perceived organizational support has a positive effect on workforce agility. (4) Perceived organizational support has a positive effect on workforce agility through organizational commitment.

Keywords: *Perceived Organizational Support, Organizational Commitment, Workforce Agility.*