


**PENGARUH GRIT, PERCEIVED ORGANIZATIONAL SUPPORT, DAN
WORK-LIFE BALANCE TERHADAP CAREER COMMITMENT PADA
KARYAWAN GENERASI Z DI KABUPATEN SLEMAN**

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *grit*, *perceived organizational support*, dan *work-life balance* terhadap *career commitment* pada karyawan Generasi Z di Kabupaten Sleman. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan sampel *purposive sampling*, dengan total responden sebanyak 106 karyawan Generasi Z di Kabupaten Sleman. Data primer penelitian ini dikumpulkan menggunakan metode kuesioner melalui *Google Form* yang telah diuji validitas dan reliabilitasnya. Analisis data dalam penelitian ini dilakukan dengan regresi linier berganda dengan menggunakan perangkat SPSS versi 25. Hasil analisis menunjukkan bahwa *Grit* dan *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Career Commitment*. Sementara itu, *Work-life Balance* tidak memiliki pengaruh signifikan terhadap *Career Commitment*. Penelitian selanjutnya dapat memperdalam analisis faktor-faktor lain yang dapat mempengaruhi *Career Commitment* dan menambahkan variabel mediasi maupun moderasi untuk memperkaya pemahaman hubungan antar variabel.

Kata Kunci: *Grit, Perceived Organizational Support, Work-Life Balance, dan Career Commitment.*

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**THE EFFECT OF GRIT, PERCEIVED ORGANIZATIONAL SUPPORT,
AND WORK-LIFE BALANCE ON CAREER COMMITMENT AMONG
GENERATION Z EMPLOYEES IN SLEMAN REGENCY**

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Abstract

This study aims to analyze the influence of grit, perceived organizational support, and work-life balance on career commitment among Generation Z employees in Sleman Regency. This study used a quantitative approach and purposive sampling, with 106 Generation Z employees in Sleman Regency as respondents. The primary data for this study were collected using a questionnaire administered via Google Forms, which has been tested for validity and reliability. Data analysis in this study was carried out using multiple linear regression using SPSS version 25. The analysis indicates that Grit and Perceived Organizational Support have a positive, significant effect on Career Commitment. Meanwhile, Work-life Balance does not have a significant effect on Career Commitment. Further research may conduct a thorough analysis of other factors that may influence Career Commitment and add mediating and moderating variables to enrich understanding of the relationships among variables.

Keywords: *Grit, Perceived Organizational Support, Work- Life Balance, and Career Commitment.*