

THE EFFECT OF ORGANIZATIONAL COMMITMENT TO THE PERFORMANCE OF Y GENERATION EMPLOYEES IN PT BANK SUMUT WITH TRANSFORMATIONAL LEADERSHIP AS MODERATION VARIABLES

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Abstract

PT Bank Sumut is one of the North Sumatra regional government-owned enterprises that have a lot of employes from different generations. More than 50% of PT Bank Sumut employees come from generation Y who should have better and higher performance than employees from other generations. However, the performance produced both in terms of asset and relative profit growth is still lagging behind other regional banks. The purpose of this research is to determine the influence of organizational commitment which consists of affective commitment, continuance commitment, and normative commitment to the performance of Y generation employees in PT Bank Sumut. The research type is correlational research. This research uses transformational leadership as a moderating variable that can strengthen or weaken the relationship of organizational commitment to the performance of generation Y employees. The number of samples from the employee population is 40 respondents. The population was generation Y employees aged 22-32 years at the headquarters of PT Bank Sumut. Data analysis uses multiple linear regression and variable moderation tests. The research results showed that there was a significant influence that affective commitment had a positive and significant effect; continuance commitment has a positive and significant effect; and normative commitment has a positive and significant effect on the performance Y-generation employee. Transformational leadership as a moderating variable to the performance of generation Y employees in PT Bank Sumut. From these results, the factors that most influence the performance of generation Y employees are affective commitment, continuance, and normative commitment.

Keywords: Generation Y, Organizational Commitment, Affective Commitment, Continuance Commitment, Normative Commitment, Transformational Leadership, Performance.

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