

## ABSTRAK

Penelitian ini bertujuan untuk menggali lebih dalam terkait potensi *Affective Commitment* melalui pengujian variabel-variabel yang diprediksi dapat mempengaruhi tingkat *Affective Commitment* organisasi. Adapun variabel yang diprediksi dapat mempengaruhi tingkat *Affective Commitment* yaitu *Islamic Work Ethic*; *Meaningful Work*; dan *Achievement*. Sampel yang digunakan adalah pekerja muslim di wilayah kota Semarang, dengan total 166 responden yang terlibat dalam pengisian data kuesioner. Analisis data yang digunakan adalah deskriptif kuantitatif dan analisis Partial Least Square (PLS).

Hasil penelitian mengungkapkan bahwa *Islamic Work Ethic* dan *Meaningful Work* berpengaruh signifikan secara langsung terhadap *Achievement*; *Islamic Work Ethic* dan *Meaningful Work* berpengaruh signifikan secara langsung terhadap *Affective Commitment*; Adapun uji *Indirect Effects* menghasilkan variabel *Achievement* mampu memediasi hubungan antara *Islamic Work Ethic* atas *Affective Commitment*, namun tidak berhasil memediasi hubungan antara *Meaningful Work* atas *Affective Commitment*.

Kata kunci : *Affective Commitment*, *Islamic Work Ethic*, *Meaningful Work*,  
*Achievement*

## ABSTRACT

*This study aims to dig deeper into the potential of Affective Commitment through testing the variables that can be predicted to affect the level of Organizational Affective Commitment. The variables that can be predicted to affect the level of Affective Commitment are Islamic Work Ethic; Meaningful Work; and Achievement. The sample used is Muslim workers in the city of Semarang, with a total of 166 respondents who were involved in filling out the data questionnaire. The data analysis used is descriptive quantitative and Partial Least Square (PLS) analysis.*

*The results of the study reveal that the Islamic Work Ethic and Meaningful Work have a direct significant effect on Achievement; Islamic Work Ethic and Work Meaning have a direct significant effect on Affective Commitment; The Indirect Effect test resulted in the achievement variable being able to mediate the relationship between Islamic Work Ethics on Affective Commitment, but failed to mediate the relationship between Work Meaning and Affective Commitment.*

*Keyword : Affective Commitment, Islamic Work Ethic, Meaningful Work, Achievement*