



**UNIVERSITAS ATMA JAYA YOGYAKARTA**  
Fakultas Bisnis dan Ekonomika

**Letter of Statement**

**No. 721/J/I**

Based on the Thesis Defense results that has been held on Monday, 5 July 2021 with the following examiners:

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**Thesis Revision**

The thesis revision has been reviewed and confirmed by all examiners.

This letter of statement is made for Yudisium/Graduation of Bachelor of Management in Faculty of Business and Economics Universitas Atma Jaya Yogyakarta.

Dean,



Drs. Budi Suprpto, MBA., Ph.D

**THE IMPACT OF PSYCHOLOGICAL CONTRACT ON  
ORGANISATIONAL AFFECTIVE COMMITMENT**

**THESIS**

**Presented as Partial Fulfillment of the Requirement for the Degree of Sarjana  
Manajemen (S1)**

**In Management Program**

**Faculty of Business and Economics, Atma Jaya University, Yogyakarta**



**By:**

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**BUSINESS AND ECONOMICA FACULTY  
ATMA JAYA YOGYAKARTA UNIVERSITY**

**2021**

**THESIS**

**THE IMPACT OF PSYCHOLOGICAL CONTRACT ON  
ORGANISATIONAL AFFECTIVE COMMITMENT**

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**Date,.....2021**

# **THESIS**

## **THE IMPACT OF PSYCHOLOGICAL CONTRACT ON ORGANISATIONAL AFFECTIVE COMMITMENT**

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## **DECLARATION**

I, the undersigned, hereby declare that the thesis with the title:

### **THE IMPACT OF PSYCHOLOGICAL CONTRACT ON ORGANISATIONAL AFFECTIVE COMMITMENT**

completely my own work. Statements, ideas, and quotations either directly or indirectly from the writings or ideas of others are stated in writing in the thesis in the belly notes/footnotes/bibliography. If it is later proven that I have plagiarized in part or in whole of this thesis, then the degree and diploma that I have obtained will be declared null and I will return it to Atma Jaya University Yogyakarta.

Yogyakarta, Juli 2021

That states

**Polaryanto**

## PREFACE

Praise and gratitude to God for His blessings and grace so that the author can complete this thesis well. This thesis is one of the requirements to fulfill one of the requirements to obtain a Bachelor's degree (S1), Department of Management, Faculty of Business and Economics, Atma Jaya University, Yogyakarta.

This thesis is the end of a long journey that the author has taken in gaining knowledge of Human Resource Management. The results of this study are expected to provide a reference for the management regarding the importance of managing its human resources in order to achieve the goals that the organization has set.

The author would like to thank for the assistance of several parties who have provided support, guidance and direction. Completion of writing of this thesis, the author would like to thank to:

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Finally, may all that you have given me get abundant blessings from God.

Yogyakarta, Juli 2021

Author

**Polaryanto**

## **MOTTO AND DEDICATION**

**Strive for all good things to glorify humans and the glory of God**



**I Dedicate To :**

❖ All God's People



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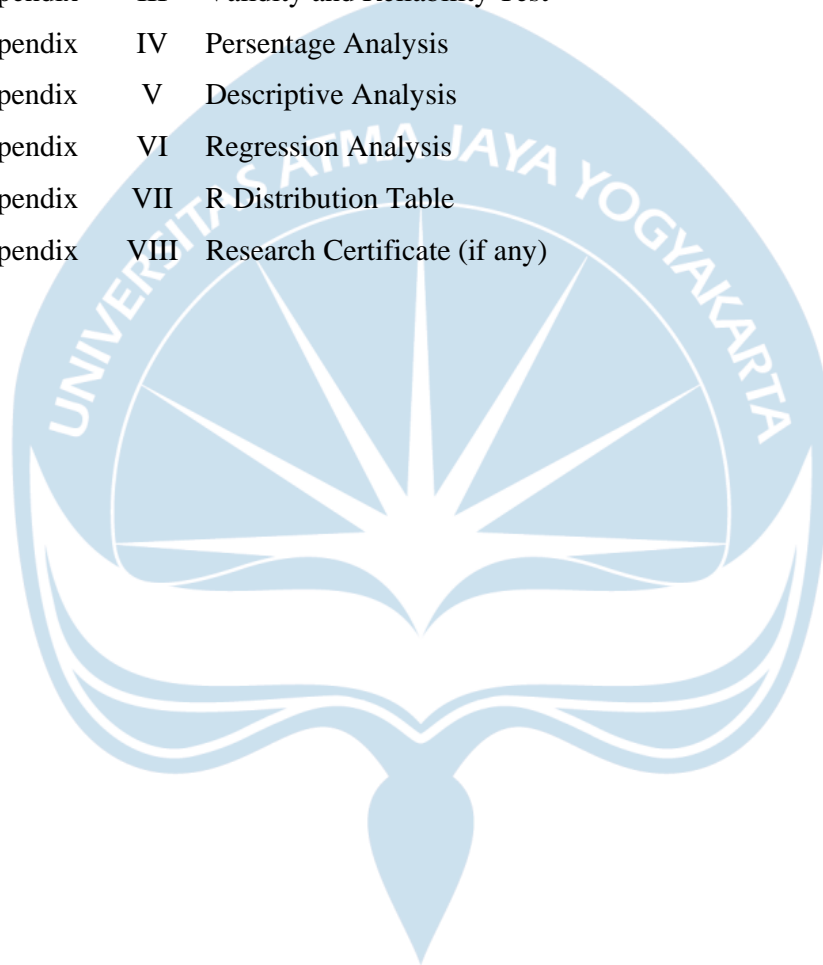
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# **THE IMPACT OF PSYCHOLOGICAL CONTRACT ON ORGANISATIONAL AFFECTIVE COMMITMENT**

**Arranged by :**

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## **Abstract**

The high level of employee commitment on organization will provide an assurance of organizational survival and development in the future. One of the dimension in the organizational commitment is affective commitment. The importance of affective commitment for organizations makes management make various efforts to increase affective commitment. One way to do this is through increasing the psychological contract factor.

This study was conducted to determine and analyze the effect of psychological contracts which consist of impact of trust toward employees, fulfillment of mutual responsibilities, perception of fairness, duration of job contract on affective commitment. The study took a sample of 150 employees of PT Enagic Indonesia. The data analysis method used consisted of descriptive analysis and regression analysis.

The findings of the research are: 1) PT Enagic Indonesia employees have a good assessment of the psychological contract factor (trust toward employees, fulfillment of mutual responsibilities, perception of fairness and duration of job contract). 2) The level of affective commitment of PT Enagic Indonesia's employees is included in the high category. 3) The psychological contract (trust toward employees, fulfillment of mutual responsibilities, perception of fairness and duration of job contract) is simultaneously able to influence 68.4% increase in affective commitment. 4) Trust toward employees, fulfillment of mutual responsibilities, perception of fairness and duration of job contract has a significant and positive influence in increasing the affective commitment of PT Enagic Indonesia's employees.

**Keywords:** psychological contract and affective commitment