

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job flourishing* dengan komitmen organisasi pada mahasiswa yang berorganisasi di Universitas Malikussaleh. Penelitian ini penting karena organisasi kemahasiswaan merupakan wadah pengembangan diri yang menuntut kesejahteraan psikologis dan komitmen anggota agar organisasi dapat berjalan secara efektif. Hipotesis penelitian adalah terdapat hubungan positif antara *job flourishing* dengan komitmen organisasi. Penelitian menggunakan pendekatan kuantitatif korelasional dengan melibatkan 361 mahasiswa yang dipilih menggunakan teknik *proportional quota sampling*. Instrumen yang digunakan adalah *Flourishing at Work Scale* (FAWS) serta skala Komitmen Organisasi. Analisis data menggunakan korelasi *Spearman's rho* menunjukkan adanya hubungan positif yang signifikan antara *job flourishing* dengan komitmen organisasi ($r = 0,374$; $p = 0,000$). Hasil penelitian menunjukkan bahwa semakin tinggi *job flourishing* mahasiswa, semakin tinggi pula komitmen organisasinya. Temuan ini menegaskan pentingnya menciptakan lingkungan organisasi yang mendukung kesejahteraan anggota guna meningkatkan komitmen terhadap organisasi.

Kata kunci: *job flourishing*, komitmen organisasi, mahasiswa, organisasi

ABSTRACT

This study aims to examine the relationship between job flourishing and organizational commitment among students involved in student organizations at Malikussaleh University. This research is important because student organizations serve as a platform for self-development that requires the psychological well-being and commitment of members for the organization to function effectively. The research hypothesis is that there is a positive relationship between job flourishing and organizational commitment. The study employed a quantitative correlational approach involving 361 students selected using proportional quota sampling. The instruments used were the Flourishing at Work Scale (FAWS) and the Organizational Commitment Scale. Data analysis using Spearman's rho correlation revealed a significant positive relationship between job flourishing and organizational commitment ($r = 0.374$; $p = 0.000$). The results indicate that the higher a student's level of job flourishing, the higher their organizational commitment. These findings underscore the importance of creating an organizational environment that supports members' well-being in order to enhance commitment to the organization.

Keywords: job flourishing, organizational commitment, students, organizations