

**THE EFFECT OF WORKLOAD, MULTIPLE ROLES,  
AND PERCEIVED ORGANIZATIONAL SUPPORT  
TOWARDS AFFECTIVE COMMITMENT  
IN THE MANAGEMENT OF STATE OWNED ASSETS  
IN THE MINISTRY OF LAW AND HUMAN RIGHTS**

**By Eko Budi Susanto**

***Abstract***

*The Ministry of Law and Human Rights as the property user has a high responsibility in managing the assets of the state property. The involvement of officials who have understanding and compliance with regulations must also be supported by affective commitment. This research is a quantitative study that aims to examine the effect of workload, multiple roles and perceived organizational support for affective commitment on civil servants who are tasked with implementing state property management in the work unit of the Ministry of Law and Human Rights. The data in this study were obtained through questionnaires totaling 348 respondents in the agency's work unit. The research data were then analyzed using SEM PLS analysis techniques with the help of the smartpls program. Based on the analysis results in this study, several results are obtained that (1) workload has a negative and significant effect on affective commitment, the higher the workload of employees, the lower the employee affective commitment; (2) Multiple roles have a negative and significant effect on affective commitment, the more multiple roles occur in an agency environment, the lower the employee affective commitment; (3) Perceived Organizational Support has a positive and significant effect on affective commitment, the more agency support to employees, the higher the employee affective commitment. The analysis also shows that 43.1% of the variance of employee affective commitment is influenced by work load, multiple roles and perceived organizational support.*

**Keywords:** *Workload, Multiple Roles, Perceived Organizational Support, Affective Commitment, State Owned Assets, Partial Least Square*

**PENGARUH BEBAN KERJA, PERAN GANDA,  
DAN *PERCEIVED ORGANIZATIONAL SUPPORT*  
TERHADAP *AFFECTIVE COMMITMENT*  
PADA PENGELOLAAN BARANG MILIK NEGARA  
KEMENTERIAN HUKUM DAN HAK ASASI MANUSIA**

**Oleh Eko Budi Susanto**

**Abstrak**

Kementerian Hukum dan HAM selaku Pengguna Barang memiliki tanggung jawab tinggi dalam mengelola aset Barang Milik Negara. Keterlibatan aparatur yang memiliki pemahaman dan kepatuhan pada regulasi juga harus didukung oleh komitmen afektif. Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk menguji pengaruh beban kerja, peran ganda dan *perceived organizational support* terhadap *affective commitment* pada pegawai negeri sipil yang bertugas sebagai pelaksana pengelola Barang Milik Negara di satuan kerja Kementerian Hukum dan HAM. Data dalam penelitian ini diperoleh melalui penyebaran kuesioner sebanyak 348 responden di satuan kerja instansi tersebut. Data hasil penelitian dianalisis menggunakan teknik analisis SEM PLS dengan bantuan program smartpls. Berdasarkan hasil analisis dalam penelitian ini diperoleh hasil bahwa (1) Beban kerja berpengaruh negatif dan signifikan terhadap *affective commitment*, semakin tinggi beban kerja pegawai maka semakin rendah *affective commitment* pegawai; (2) Peran ganda berpengaruh negatif dan signifikan terhadap *affective commitment*, semakin banyak terjadi peran ganda dalam lingkungan instansi maka semakin rendah *affective commitment* pegawai; (3) *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *affective commitment*, semakin banyak dukungan instansi ke pegawai maka semakin tinggi *affective commitment* pegawai. Hasil analisis menunjukkan bahwa 43,1% variansi *affective commitment* pegawai dipengaruhi oleh beban kerja, peran ganda dan *perceived organizational support*.

**Kata Kunci :** Beban Kerja, Peran Ganda, Persepsi Dukungan Organisasi, Komitmen Afektif, Barang Milik Negara, *Partial Least Square*