

## ABSTRACT

Although experts agree that organizational commitment and youth groups are two equally important concepts, the contribution of research in developing countries on this topic is still very lacking. This is a challenge in itself considering that developing countries have a large number of young people. This research aims to make a contribution related to the topic of organizational commitment of young people in developing countries, especially in state-owned companies in Indonesia by answering three research questions that were developed. First, what is the condition of the organizational commitment of younger generation employees, considering that stereotypes of the younger generation are always a matter of debate. Second, what the types and processes of commitment formation look like from a qualitative perspective are rarely discussed. Finally, what kind of work values and hopes are the driving factors for the organizational commitment of the younger generation of BUMN.

To close the gap in previous research methods which are still dominated by quantitative research and the context of each country of origin, this research will provide an overview of the qualitative aspects of phenomenology in young BUMN employee companies in Indonesia. A total of six informants were involved as the main data source for the research who met the criteria for age, position and length of service. The six informants came from Jasindo and Bank Mandiri who were considered to have relevant criteria and could represent both management, industry and organizational commitment conditions.

The research results show three answers to the previous research questions. First, unlike the bad stereotypes that some experts believe, the results of this research show that the conditions for Generation Y employees in BUMN tend to be good at some point. However, despite of the condition, testing from the three aspects of commitment indicators shows that the strength of commitment is unique to each individual. Secondly, there are three types of commitment whose formation process is produced through interactions related to affection, norms and ordinary considerations. Finally, the values and expectations that are factors driving commitment are explained which are also relevant to the process of forming commitment in young employees.

**Keywords:** *Commitment, Gen Y, SOE's, Lifespan Development.*

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