

Model of Work Passion and Organizational Support on Employee's Career Commitment with Work Family Interface and Autonomy Support as Moderating Variables in Indonesia

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[https://doi.org/10.35609/gcbssproceeding.2026.1\(64\)](https://doi.org/10.35609/gcbssproceeding.2026.1(64))

ABSTRACT

The purpose of this study was to explain the influence of work passion and organizational support on the work-family interface. Furthermore, the influence of the work-family interface on employee career commitment was also examined. The mediating variables, namely the work-family interface and autonomy support, were analyzed as moderating variables. Data collection was conducted using a survey method and purposive sampling, with measurements using a Likert scale. The population in this study were private sector employees in the transportation industry providing taxi services. The sample in this study was determined by private sector employees in the transportation industry with a service period of more than one year, working shifts, and on public holidays. The paper results showed that Harmonious Work Passion, Organizational Support, and Work-Family Conflict significantly influenced Employee Career Commitment. Organizational Support significantly influenced Work-Family Conflict. Obsessive Work Passion and Work-Family Enrichment did not influence Employee Career Commitment. Harmonious Work Passion and Organizational Support did not influence Work-Family Enrichment. The Work-Family Interface does not mediate the relationship between Harmonious Obsessive Work Passion and Career Commitment, and Autonomy Support does not moderate the relationship between Work Passion and Work Family Interface.

JEL Codes:

Keywords: Work Passion, Organizational Support, Employee's Career Commitment, Work-Family Interface, Autonomy Support.