



# Conference Programme & Abstract Book

## Urban Living and Multicultural Cities in Asia: From Colonial Past to Global Future

National Conference on Psychology & Multiculturalism

September 7th - 9th, 2017

Manasa Hotel & Convention Center - Jakarta, Indonesia



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# *Greetings From the Dean*

## **Welcome to the First**

**International Conference on  
Psychology and Multiculturalism,**

In 2017, Faculty of Psychology, Atma Jaya Catholic University of Indonesia celebrates its 25th anniversary. On the 8th of June 1992, the faculty was opened with a bachelor degree program and started the academic activities with only about 70 students. Twenty five years passing by, currently we have four study programs at bachelor, master (professional and science), and doctoral level serving about 1500 students. It is a great achievement that this year we finally have a complete level of study program!

As a commemoration of our gratitude and celebration for this achievement, we are convening academicians, students, and practitioners to discuss and learn from each other in an international conference, namely "Urban Living and Multicultural Cities in Asia: From Colonial Past to Global Future". This is our first international conference and it is a reflection of our academic themes, namely to understand and develop urban dwellers, multicultural, and disadvantaged people. It is relevant with Jakarta, where our campus is located, that the conference covers behaviors and psychological aspects of people within the history of the city, its economic and industrial growth, health, education, and information technology innovations.

Our keynote speaker and panelists are experts in their field. I hope we can learn a lot from them. For presenters and guests, welcome and thank you for joining our conference, I hope you can have wonderful discussions in this conference.

**Dr. Angela Oktavia Suryani, M. Si**

*Dean of Faculty of Psychology,  
Atma Jaya Catholic University of Indonesia*



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# The Role of Work Motivation and Organizational Culture on Organizational Commitment: Case Study of Generation X and Y Taxi Drivers in PT. Z

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## ABSTRACT

The gap between generation X and Y becomes a challenge to avoid turnover in organizations. Taxi companies have experienced high turnover due to the emergence of the phenomenon of online taxi. One way to retain employees is to increase organizational commitment. Organizational commitment can be influenced by motivation and organizational culture. This study focuses on the effect of motivation and organizational culture on organizational commitment of generation X and Y taxi drivers. This research is a quantitative research, using regression and two-way ANOVA to 184 respondents in Jakarta, Bogor, Depok, Tangerang, dan Bekasi. The result of analysis shows that motivation significantly influences organizational commitment of taxi drivers of both generations ( $p < .05$ ). Motivation and organizational culture simultaneously affect the organizational commitment of the generation X driver ( $p < .05$ ) but does not affect generation Y ( $p > .05$ ). There is no difference in organizational commitment based on organizational culture on both generations. In this study, age and tenure is an important factor affecting organizational commitment. There is no difference in organizational culture because it is affected by task identity. Task identity can be a powerful factor in predicting organizational commitment.

**Key words:** Organizational commitment, Motivation, Organizational Culture, Generation X, Generation Y, Taxi drivers.

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# Contribution to the Community in Seminary Wacana Bhakti

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## ABSTRACT

Wacana Bhakti Seminary is a all-male, high school in Jakarta where student live together and prepare themselves to become priests. Through the process of experiential learning under the guidance of priests as *formatores*, the students are trained to demonstrate higher community awareness. The students come from different cultural backgrounds, mostly of lower income families and lack self-esteem. This paper will discuss and analyze how students with low self-esteem can still contribute to the community, based on Jung's individuation theory and evolutionary theory particularly on how collective consciousness influences the conscious, where individuation process will occur. The individuation process will help individuals contribute more to the community through work with people of different backgrounds. They can still be unique in person while enhancing the strength of the community.

**Keywords:** one, many, archetype, conscious, unconscious