

Pengaruh perceived organizational support terhadap Organizational citizenship behavior yang dimediasi oleh duty orientation: studi kasus pada Biro Setjen Kementerian Keuangan RI = The mediating effects of duty orientation on the relationship between perceived organizational support and organizational citizenship behavior in the secretariat general of the ministry of finance RI

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh dari Perceived Organizational Support yang terhadap Organizational Citizenship Behavior yang terdiri dari lima dimensi yaitu Conscientiousness, Altruism, Sportsmanship, Courtesy, dan Civic virtue yang dimediasi oleh dimensi dari Duty Orientations yaitu Duty to Member, Duty to Mission, Duty to Codes terhadap kinerja karyawan di Biro Setjen Kementerian Keuangan RI. Data penelitian ini diambil dari 205 sampel karyawan Biro Setjen Kementerian Keuangan dengan menggunakan kuesioner.

Hasil dari penelitian ini menunjukkan bahwa, Perceived Organizational Support berpengaruh terhadap Duty to member dan Duty to Codes. Sementara itu Duty to member dan Duty to Codes berpengaruh signifikan terhadap Conscientiousness dan Altruism, serta Duty to Mission tidak berpengaruh terhadap Sportsmanship, Courtesy, Civic virtue.

.....This study aims to determine the effect of Perceived Organizational Support consisting on Organizational Citizenship Behavior consisting of five dimensions: Conscientiousness, Altruism, sportsmanship, courtesy, and Civic virtue mediated by the dimensions of Duty orientations that is Duty to Members , Duty to Mission, and Duty to Codes on the performance of employees in the Bureau of the Secretariat General of the Ministry of Finance RI. The research data was taken from a sample of 205 employees of the Bureau of the Secretariat General of the Ministry of Finance RI using a questionnaire. The results of this study show that, effect of Perceived Organizational Support. Perceived Organizational Support have significantly effect the Duty to members and the Duty to Codes, and Duty to Members and Duty to Codes have significantly effect the Altruism and Conscientiousness. Meanwhile Duty to Mission has no effect on sportsmanship, courtesy, Civic virtue.