

Organizational identification sebagai mediasi hubungan antara qualitative job insecurity, OCB, dan job performance: studi kasus pegawai non-PNS di Ditjen PPMD Kementerian Desa, PDT, dan Transmigrasi = Organizational identification as mediating in the relationship between qualitative job insecurity ocb and job performance: case study non civil servant employee at directorate general PPMD Ministry of Village, Development of Disadvantaged regions, and Transmigration

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Abstrak

Penelitian ini bertujuan untuk mengetahui peran mediasi organizational identification terhadap hubungan antara qualitative job insecurity, OCB, dan job performance pada Pegawai Non-PNS di Direktorat Jenderal PPMD Kementerian Desa, PDT, dan Transmigrasi. Responden pada penelitian ini adalah 129 orang pegawai di kantor Direktorat Jenderal PPMD. Penelitian ini merupakan penelitian kuantitatif dengan desain deskriptif dan menggunakan structural equation modeling SEM.

Hasil yang diperoleh dari penelitian ini menunjukkan bahwa qualitative job insecurity memiliki pengaruh negatif terhadap OCB dan job performance, qualitative job insecurity memiliki pengaruh negatif dan signifikan terhadap organizational identification, organizational identification memiliki pengaruh positif dan signifikan terhadap OCB dan job performance, serta peran organizational identification memediasi secara penuh full mediation pengaruh dari qualitative job insecurity pada OCB dan job performance terbukti.

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This study aims to determine the mediating role of organizational identification in the relationship between qualitative job insecurity, OCB, and job performance among the Non Civil Servant at Directorate General PPMD Ministry of Village, Development of Disadvantaged Regions, and Transmigration. Respondents in this study were 129 employees in the office of the Directorate General PPMD. This research is quantitative descriptive design and using structural equation modeling SEM.

The results obtained from this study indicate that the qualitative job insecurity has a negative effect on OCB and job performance, qualitative job insecurity has a negative and significant effect on organizational identification, organizational identification has a positive and significant effect on OCB and job performance, as well as the role of organizational identification mediates the impact of qualitative job insecurity in the OCB and job performance is proven.