

Person organization fit dan work passion: efek mediasi komitmen afektif = Person organization fit and work passion: mediation effect of affective commitment

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Abstrak

Penelitian mengenai anteseden work passion masih jarang dilakukan, padahal passion memiliki dampak besar pada keluaran pekerjaan. Tujuan dari penelitian ini adalah untuk menjelaskan hubungan antara person-organization fit dan work passion harmonious dan obsessive work passion dengan efek mediasi komitmen afektif. Data yang terkumpul sebanyak 180 responden, yang merupakan karyawan tetap yang bekerja di berbagai kota di Indonesia. Metode yang digunakan untuk mengukur variabel dalam penelitian ini adalah self-report, sedangkan analisis efek mediasi menggunakan PROCESS MACRO dari Hayes. Hasil penelitian menunjukkan bahwa hubungan antara person-organization fit dengan harmonious work passion dimediasi secara parsial oleh komitmen afektif. Sementara itu hubungan antara person organization fit dan obsessive work passion tidak dimediasi oleh komitmen afektif.

.....Previous studies showed that passion has significant impact on work related behavior, yet little scholarly work has addressed how passion is attained. The main purpose of the present study was to examine the mediation effects of affective commitment on person organization fit and work passion harmonious and obsessive work passion . Data were obtained from a sample of 180 full time worker from various private industries and state owned enterprises in Indonesia. The data was measured with self report, and the hypotheses were analyzed using PROCESS MACRO by Hayes. The result showed that affective commitment mediated partially the relationship between person organization fit and harmonious work passion. Meanwhile the affective commitment did not mediate the relationship between person organization fit and obsessive passion.