

Pengaruh leader member exchange, human resource management practices dan psychological empowerment terhadap extra role performance dengan mediasi organizational commitment pada karyawan Indonesia di Kedutaan X = Impact of leader member exchange human resource management practices and psychological empowerment on extra role performance mediated by organizational commitment of Indonesian employee at embassy X

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk melihat pengaruh dari leader member exchange, human resource management practices, dan psychological empowerment terhadap extra role performance dengan mediasi organizational commitment pada karyawan Indonesia di Kedutaan X. Responden penelitian ini berjumlah 280 karyawan Indonesia di Kedutaan X. Model penelitian menggunakan 7 hipotesis yang diuji oleh Structural Equation Modeling SEM. Hasil penelitian menyatakan bahwa organizational commitment berpengaruh positif dan signifikan terhadap extra role performance. Organizational commitment memediasi hubungan antara leader member exchange, human resource management practices, dan psychological empowerment dengan extra role performance. Kata kunci: leader member exchange, human resource management practices, psychological empowerment, extra role performance, organizational commitment.

ABSTRACT

This study aims to know the impact between leader member exchange, human resource management practices, and psychological empowerment on extra role performance mediated by organizational commitment of Indonesian employee at Embassy X. This study using 280 respondents of Indonesian employees at Embassy X and Structural Equation Model SEM method is used for analyzing data. The results declare that organizational commitment is positively related to extra role performance and acts as mediator between leader member exchange, human resource management practices, psychological empowerment and extra role performance.