

Peran dukungan organisasi sebagai mediator pada partisipasi karyawan terhadap kepuasan kerja dan komitmen pada karyawan non manajerial di PT Unilever Indonesia Tbk = The role of organization support as mediator between employee participation towards job satisfaction and commitment to non managerial employees at PT Unilever Indonesia Tbk

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Abstrak

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Penelitian bertujuan meneliti peran dukungan organisasi sebagai mediator pada partisipasi karyawan terhadap kepuasan kerja dan komitmen pada karyawan non manajerial. Penelitian dilakukan pada 211 karyawan non manajerial yang berlokasi di Pabrik PT Unilever Indonesia Tbk, Kawasan Industri Jababeka, Cikarang, dengan menggunakan metode Structural Equation Modeling SEM. Hasil penelitian menunjukkan bahwa persepsi adanya dukungan organisasi mampu memediasi secara penuh dan positif pengaruh partisipasi karyawan dalam pengambilan keputusan terhadap kepuasan kerja dan komitmen afektif karyawan. Dengan demikian, partisipasi karyawan dalam pengambilan keputusan akan efektif dalam meningkatkan kepuasan kerja dan komitmen afektif karyawan jika adanya dukungan dari organisasi terhadap karyawannya.

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ABSTRACT

The research aimed to examine the role of organization support as mediator between employee participation towards job satisfaction and commitment to non managerial employees. The study was conducted on 211 non managerial employees who is located at PT Unilever Indonesia Tbk factory, Jababeka Industri Area, Cikarang, using Structural Equation Modeling SEM method. The results showed that perceived organizational support is capable of full and positive mediation for the effect of employee participation in decision making towards job satisfaction and affective commitment to employees. Thus, participation in decision making will be effective in improving job satisfaction and affective commitment of employees if there is a form of support from the organization to its employees.