

# Peran perceived insider status dalam memediasi pengaruh participative decision making dan perceived organizational support terhadap organizational citizenship behavior = The mediating role of perceived insider status on the relationship between participative decision making, perceived organizational support, and organizational citizenship behavior

Hada Syaairillah, author

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## Abstrak

### **ABSTRAK**

Tujuan dari penelitian ini adalah untuk menguji peran perceived insider status dalam memediasi pengaruh antara participative decision making serta perceived organizational support dengan organizational citizenship behavior. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Pengumpulan data menggunakan kuesioner yang diberikan kepada 179 orang karyawan dari PT XYZ, sebuah perusahaan yang bergerak di industri kimia yang berlokasi di Banten, Indonesia. Setelah mengkonfirmasi reliabilitas dan validitas alat ukur, pemodelan persamaan struktural dilakukan untuk memeriksa pengaruh yang dihipotesiskan. Temuan utama dalam penelitian ini adalah: perceived organizational support memediasi parsial pengaruh participative decision making terhadap perceived insider status, perceived insider status memediasi parsial pengaruh participative decision making serta memediasi penuh pengaruh perceived organizational support terhadap organizational citizenship behavior, dan participative decision making memiliki pengaruh positif serta perceived organizational support tidak memiliki pengaruh signifikan terhadap organizational citizenship behavior. Studi ini memperkuat pada literatur yang sudah ada tentang bagaimana mekanisme internalisasi partisipasi dalam pengambilan keputusan terhadap perilaku kerja.

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### **ABSTRACT**

The purpose of this study is to examine the roles of perceived insider status in mediating the relationship between participative decision making, perceived organizational support, and organizational citizenship behavior. Data were collected with survey questionnaires that were self administered to a sample of 179 employees from chemical industry company in Banten, Indonesia. After confirming the reliability and validity of the measurements, we conducted structural equation modeling to examine the hypothesized relationships. The main finding were perceived organizational support partially mediate the positive relationship between participative decision making and perceived insider status, perceived insider status partially mediate the relationship between participative decision making and organizational citizenship behavior, and perceived insider status fully mediate the relationship between perceived organizational support and organizational citizenship behavior. This study adds to the existing literature by showing the mechanism of how participative decision making will relate to discretionary behavior.