

# Pengaruh volunteer motivation dan perceived organizational support terhadap organizational commitment yang dimediasi oleh employee well-being pada non-government organization bidang kesehatan di Indonesia = The effects of volunteer motivation and perceived organizational support on organizational commitment mediated by employee well-being to non-government organizations in the field of health in Indonesia

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## Abstrak

Bekerja di lembaga NGO dianggap bukan sekedar masalah seberapa besar gaji yang didapat, akan tetapi lebih pada motivasi untuk melakukan lebih pada masyarakat. Karyawan di NGO bergabung dengan berbagai alasan namun penghargaan dan kepuasan psikologis merupakan motif penting untuk menjadi sukarelawan. Penelitian ini akan menguji hubungan antara volunteer motivation, perceived organizational support, employee well-being dan organizational commitment pada Non-Government Organization (NGO) bidang kesehatan di Indonesia. Penelitian ini menggunakan kuesioner sebagai metode pengumpulan data yang akan dibantu oleh Departemen SDM di beberapa NGO di Indonesia dalam pendistribusiannya. Metode analisis data yang digunakan dalam penelitian ini adalah Structural Equation Modeling (SEM). Total responden penelitian ini berjumlah 206 orang responden dari berbagai NGO di bidang kesehatan di Indonesia. Hasil Penelitian ini menunjukkan bahwa volunteer motivation tidak terbukti berpengaruh signifikan terhadap organizational commitment. Volunteer motivation juga tidak terbukti berpengaruh signifikan terhadap employee well-being. perceived organizational support berpengaruh positif terhadap organizational commitment dan employee well-being. Employee well-being berpengaruh positif terhadap organizational commitment.

.....Working in a Non-Governmental Organization (NGO) is considered not only about a how much earned salary, but rather about the motivation to do more with the community. Employees in non-profit organizations join for various reason but psychological appreciation and satisfaction are important motives for volunteering. This study will examine the relationship between volunteer motivation, perceived organizational support, employee well-being and organizational commitment in NGO for health sector in Indonesia. This study used a questionnaire as a data collection methdo which would be assisted by HR Department in several NGO in Indonesia to be distrubuted. The data analysis method in this study is Structural Equation Modeling (SEM). The total respondents of this study were 206 respondents from various NGO in the health sector in Indonesia. The results of this study indicate that Volunteer motivation did not prove to have a significant effect on Organizational Commitment. Volunteer motivation also did not prove to have a significant effect on Employee Well-Being. Organizational Support has a positive effect on Organizational Commitment. Organizational Support also has a positive effect on Employee Well-Being. Finally, Employee Well-Being has a positive effect on Organizational Commitment.