

Pengaruh person-job fit dan person-organization fit terhadap organizational citizenship behavior dengan keterikatan pegawai sebagai variabel mediasi (studi pada PT Aneka Tambang Tbk) = The effects of person-job fit and person-organization fit on Organizational Citizenship Behavior (OCB) with employee engagement as a mediating variable (study on PT Aneka Tambang Tbk)

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh person-job fit dan person-organization fit terhadap organizational citizenship behavior (OCB) dengan keterikatan pegawai sebagai variabel mediasi. Penelitian ini mengambil studi pada PT Aneka Tambang (ANTAM) Tbk dengan karyawan tetap kantor pusat perusahaan ANTAM Tbk sebagai objek penelitian. Penelitian ini menggunakan teori person-job fit, person-organization fit, organizational citizenship behavior, dan keterikatan pegawai untuk mengkaji permasalahan. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah penelitian kuantitatif dengan metode survey kuesioner menggunakan total sampling terhadap karyawan tetap PT ANTAM Tbk di head office yang berjumlah 144 responden. Penelitian ini menggunakan metode analisis jalur (path analysis) untuk menguji hipotesis. Hasil menunjukkan bahwa terdapat pengaruh signifikan antar setiap variabel. Selain itu terdapat pula pengaruh signifikan antara person-job fit terhadap organizational citizenship behavior melalui keterikatan pegawai dan person-organization fit terhadap organizational citizenship behavior melalui keterikatan pegawai.

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This study aims to analyze the effects of person-job fit and person-organization fit on organizational citizenship behavior (OCB) with employee engagement as a mediating variable. This research takes a study in Aneka Tambang (ANTAM) Tbk company with permanent employees of PT ANTAM Tbk at head office as the object of research. This study uses the theory of person-job fit, person-organization fit, organizational citizenship behavior, and employee engagement to study the problem. The data collection technique used in this study was a quantitative approach using a questionnaire survey method that used total sampling of permanent employees of the PT ANTAM Tbk at the head office which amounted to 144 respondents. This study using path analysis method) to test the hypothesis. The result show that there is a significant effect between each variable. Furthermore, there is a significant effect between person-job fit on organizational citizenship behavior (OCB) with employee engagement as a mediating variable and person-organization fit on organizational citizenship behavior (OCB) with employee engagement as a mediating variable.