

Pengaruh Dukungan Organisasi yang Dirasakan terhadap Komitmen Afektif dan Kinerja Karyawan dengan Mediasi Employee Engagement (Studi pada Aparatur Sipil Negara di Jakarta) = The Influence of Perceived Organizational Support towards Affective Commitment and Employee Performance with Mediation of Employee Engagement (Study on State Civil Apparatus in Jakarta)

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Abstrak

Skripsi ini membahas pengaruh antara 55 yang Dirasakan terhadap Komitmen Afektif dan Kinerja Pegawai dengan Mediasi Employee Engagement pada Aparatur Sipil Negara di Wilayah Jakarta. Dengan sampel sebanyak 137 responden, penelitian ini menggunakan metode analisis SEM yang mengkombinasikan aspek faktor analisis dan multiple regression yg memungkinkan peneliti utk menguji secara simultan serangkaian interrelated dependence relationships antara variabel pengukuran dan variabel laten. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang positif antara Dukungan Organisasi yang Dirasakan terhadap Employee Engagement serta Komitmen Afektif. Begitu juga Employee Engagement dengan Komitmen Afektif dan Kinerja Karyawan. Employee Engagement juga ditemukan memediasi hubungan antara Dukungan Organisasi yang Dirasakan terhadap Komitmen Afektif dan Kinerja Karyawan. Tetapi ada satu temuan yang menunjukkan bahwa Dukungan Organisasi yang Dirasakan tidak berpengaruh secara positif terhadap Kinerja Karyawan.

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This study discusses the influence between Perceived Organizational Support towards Affective Commitments and Employee Performance with Employee Engagement as Mediation of the State Civil Apparatus in Jakarta Region. With a sample of 137 respondents, this study uses a SEM analysis method that combines aspects of factor analysis and multiple regression that allows researchers to examine simultaneously a series of interrelated dependence relationships between measurement variables and latent variables. The results showed that there was a positive influence between Perceived Organizational Support to Employee Engagement and Affective Commitment. Likewise, Employee Engagement also positively influence Affective Commitment and Employee Performance. Employee Engagement was also found to mediate the relationship between Perceived Organizational Support and Affective Commitment and Employee Performance. But there is one finding that shows that Perceived Organizational Support does not have a positive influence on Employee Performance.