

Pengaruh psychological empowerment dan perceived organizational support terhadap organizational citizenship behavior dengan affective organizational commitment sebagai mediator pada industri farmasi =
The effect of psychological empowerment and perceived organizational support on organizational citizenship behavior with affective organizational commitment as mediator in pharmaceutical industry.

Alifya Salsabila Usada, author

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Abstrak

Penelitian ini dilakukan adalah untuk menguji hubungan antara psychological empowerment (PE), perceived organizational support (POS), dan organizational citizenship behavior (OCB) dengan mempertimbangkan faktor mediasi dari affective organizational commitment (AOC) pada industri farmasi di Indonesia. Dengan menggunakan metode convenience sampling dengan bantuan survei online cross-sectional dengan metode self-administered survei, data dikumpulkan dari 270 karyawan yang bekerja di industri farmasi. SPSS, Structural Equation Model dan LISREL digunakan untuk analisis statistik. Hasil penelitian menunjukkan adanya pengaruh yang signifikan antara PE, POS dan AOC. Namun pengaruh yang tidak signifikan ditemukan antara POS dan OCB. Hasilnya juga menunjukkan bahwa terdapat pengaruh yang signifikan antara AOC dan OCB dan pengaruh yang signifikan antara PE dan OCB. selain itu, AOC ditemukan dapat memediasi pengaruh antara POS dengan OCB dan PE dengan OCB.

.....This study was conducted to examine the relationship between psychological empowerment (PE), perceived organizational support (POS), and organizational citizenship behavior (OCB) by considering the mediating factors of affective organizational commitment (AOC) in the pharmaceutical industry in Indonesia. Using a convenience sampling method with the help of cross-sectional online surveys, data were collected from 270 employees working in the pharmaceutical industry. SPSS, Structural Equation Model and LISREL were used for statistical analysis. The results showed a relationship between PE, POS and AOC. However, no significant relationship was found between POS and OCB. The results also show that there is a significant relationship between AOC and OCB and a significant relationship between PE and OCB. in addition, AOC was found to mediate the relationship between POS to OCB and PE to OCB.