

# Hubungan antara Occupational Future Time Perspective dan Perilaku Kewargaan Organisasi: Peran Kompleksitas Kerja sebagai Mediator = The Relationship between Occupational Future Time Perspective and Organizational Citizenship Behavior: Job Complexity as A Mediator

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## Abstrak

Penelitian terkait perilaku kewargaan organisasi pada profesi pelayanan kesehatan masih menjadi pusat perhatian hingga saat ini. Berdasarkan penelitian terdahulu, koefisien korelasi antara occupational future time perspective (OFTP) dengan perilaku kewargaan organisasi yang diarahkan pada individu (PKO-I) dan perilaku kewargaan organisasi yang diarahkan pada organisasi (PKO-O) tergolong kecil, yang mengindikasikan peran variabel lain sebagai mediator pada hubungan tersebut. Penelitian ini bertujuan untuk menguji efek mediasi dari persepsi kompleksitas kerja pada hubungan antara OFTP dengan PKO-I dan PKO-O. Kerangka teori yang digunakan dalam penelitian ini adalah conservation of resources (COR). Pengumpulan data menggunakan convenience sampling terhadap karyawan pelayanan kesehatan di Rumah Sakit Umum Daerah (RSUD) di Makassar (N = 311). Pengumpulan data dilakukan dengan dua sumber yang berbeda untuk meminimalkan common method bias, dimana variabel prediktor dan mediator diukur menggunakan self-report questionnaire, dan variabel outcome diukur menggunakan peer-rating questionnaire. Data dianalisis menggunakan Structural Equation Modeling dengan menggunakan SmartPLS ver. 3. Hasil penelitian menemukan bahwa kompleksitas kerja hanya memediasi hubungan antara OFTP dan PKO-O.

.....Research related to organizational citizenship behavior (OCB) in the health care profession is still the center of attention to this day. Previous studies show that the coefficient correlations between Occupational Future Time Perspective (OFTP) and OCBs are quite low, indicating other variables to mediate the relationships. This study aims to investigate the mediating effect of job complexity on the relationship between OFTP and Organizational Citizenship Behavior directed at organizations (OCBO) and Organizational Citizenship Behavior directed at individuals (OCBI). Drawing on conservation of resources (COR) theory, it is argued that OFTP may serve as the personal resource that lower the perception of job complexity, and in turn positively affect OCBI and OCBO. Data were collected using convenience sampling method from healthcare workers in five public hospitals in Makassar (N = 311). Different sources of data were employed to minimize common method bias, wherein the predictor and mediator variables were collected using self-report surveys, and outcome variables were collected using a peer-rating survey. Data were analyzed using Structural Equation Modeling with the SmartPLS ver. 3. Results showed that job complexity only significantly mediated the relationship between OFTP and OCBO.