

Pengaruh Workplace Spirituality dan Psychological Capital terhadap Organizational Citizenship Behavior dengan Affective Commitment Sebagai Variabel Mediasi (Studi pada Karyawan Perusahaan Industri FMCG di Jabodetabek) = The Effect of Workplace Spirituality and Psychological Capital on Organizational Citizenship Behavior with Affective Commitment as a Mediation Variable (A Study on FMCG Employees in Jakarta Metropolitan Area)

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Abstrak

Dalam lingkungan bisnis yang dinamis, perilaku extra-role karyawan diperlukan untuk menopang kinerja perusahaan. Organizational Citizenship Behavior (OCB) merupakan salah satu perilaku extra-role yang membawa banyak dampak positif bagi kinerja karyawan dan perusahaan. Penelitian ini akan fokus menganalisis pengaruh workplace spirituality dan psychological capital terhadap OCB dengan affective commitment sebagai mediator dan pada karyawan perusahaan FMCG di Jabodetabek. Penelitian ini menggunakan SEM untuk menganalisis data. Hasil penelitian membuktikan bahwa terdapat pengaruh yang positif dan signifikan antara affective commitment dan psychological capital terhadap OCB serta workplace spirituality terhadap affective commitment. Di samping itu, ditemukan hasil menarik di dalam penelitian ini bahwa ternyata dapat pengaruh negatif dan signifikan oleh workplace spirituality terhadap OCB dan pengaruh negatif dan signifikan oleh psychological capital terhadap affective commitment. Selain itu, penelitian ini membuktikan bahwa affective commitment memediasi secara parsial hubungan antara workplace spirituality dan psychological capital terhadap OCB.

.....In a dynamic business environment, employees' extra-role behavior is needed to sustain company performance. Organizational Citizenship Behavior (OCB) is one of the extra-role behaviors that has many positive impacts on individual and company performance. This study will focus on analyzing the effect of workplace spirituality and psychological capital on OCB with affective commitment as a mediator on FMCG employees in Jabodetabek. This study uses SEM to analyze the data. The results of the study proved that there is a positive and significant effect of affective commitment and psychological capital on OCB and workplace spirituality on affective commitment. This study also found striking and interesting results that workplace spirituality has a significant negative effect on OCB and psychological capital has a significant negative effect on affective commitment. In addition, it is proven that affective commitment partially mediates the relationship between workplace spirituality and psychological capital on OCB.