

Dampak Work-Life Balance dan Work-Life Policy terhadap Organizational Citizenship Behavior melalui Organizational Commitment: Studi pada Perawat Rumah Sakit di Janodetabek. = The Impact of Work-life Balance and Work-life Policy on Organizational Citizenship Behavior with Organizational Commitment as a Mediator: A Study on the Hospital Nurses in Jabodetabek

Muhammad Naufal Maahir, author

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Abstrak

Penelitian ini bertujuan untuk menguji hubungan antara work-life balance, work-life policy, organizational commitment (OC), dan organizational citizenship behavior (OCB), pada perawat rumah sakit. Data dikumpulkan melalui survey terhadap 401 responden yang merupakan perawat rumah sakit di Jabodetabek. Analisis data dan pengujian model penelitian dilakukan dengan menggunakan Smart PLS. Temuan penelitian menunjukkan OC memediasi hubungan positif antara work-life balance dengan OCB dan work-life policy dengan OCB secara penuh. Hasil analisis data juga menunjukkan work-life balance, OC, dan work-life policy berpengaruh positif terhadap OCB secara langsung. Penulis berharap penelitian ini dapat memberikan beberapa implikasi praktis dan teoritis yang bermanfaat bagi rumah sakit untuk mengembangkan strategi yang efektif untuk mempertahankan atau bahkan meningkatkan work-life balance, work-life policy, dan OCB para perawat di rumah sakit.

.....This study aims to examine the relationship between work-life balance, work-life policies, organizational commitment (OC), and organizational citizenship behavior (OCB), among hospital nurses. Data was collected through a survey of 401 respondents who are hospital nurses in Jabodetabek. Data analysis and research model testing were carried out using Smart PLS. The research findings show that OC mediates a positive relationship between work-life balance and OCB and work-life policy with OCB in full. The results of data analysis also show that work-life balance, OC, and work-life policy have a direct positive effect on OCB. The author hopes that this research can provide some useful practical and theoretical implications for hospitals to develop effective strategies to maintain or even improve work-life balance, work-life policy, and OCB of nurses in hospitals.