

Peran Identification with the Supervisor sebagai Mediator Hubungan antara Authentic Leadership dengan Organizational Citizenship Behavior = The Role of Identification with the Supervisor as a Mediator of the Relationship between Authentic Leadership and Organizational Citizenship Behavior

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Abstrak

Keberhasilan perusahaan bergantung pada kinerja SDM yang berjalan semaksimal mungkin, dimana diharapkan pegawai tidak hanya memenuhi tanggung jawab utama (*in-role*) namun juga bersedia melakukan bagian pekerjaan yang diluar dari kewajiban mereka (*extra role*). Berdasarkan penelitian terdahulu, terdapat hubungan antara OCB dan *authentic leadership* dengan korelasi yang rendah sehingga dapat dieksplorasi hubungan kedua variabel ini dengan adanya mediator serta terdapat perbedaan budaya antara Korea Selatan dan Indonesia. Pegawai dengan OCB tinggi dapat meningkatkan produktivitas perusahaan. Penelitian ini ingin mengetahui apakah terdapat peran mediasi *identification with the supervisor* pada hubungan *authentic leadership* untuk meningkatkan OCB pada pekerja di Indonesia (N=111). Hasil analisis mediasi PROCESS macro SPSS versi 21, ditemukan bahwa terdapat pengaruh langsung yang tidak signifikan antara *authentic leadership* dan OCB ($c' = .1003$, $t(111) = .0512$, $p > .05$) dan terdapat pengaruh tidak langsung antara *authentic leadership* dan OCB yang *melalui identification with the supervisor* ($ab = .0583$). Maka disimpulkan bahwa *identification with the supervisor* memediasi penuh *authentic leadership* dan OCB. Penelitian ini dapat memberikan data bahwa perusahaan perlu memperhatikan *authentic leadership* yang dapat membentuk *identification with the supervisor* dan meningkatkan OCB.

.....The success of a company depends on the performance of the employee to the fullest extent possible, where employees are expected not only to fulfill their primary responsibilities (*in-role*) but also to be willing to perform task beyond their obligations (*extra-role*). High OCB can enhance the productivity of the company. Based on previous research, there is a low correlation between OCB and *authentic leadership*, indicating that variable can be explored with a mediator, and a cultural differences between South Korea and Indonesia. The research aims to explore the role of *identification with the supervisor* on the influence of *authentic leadership* in enhancing OCB among employees in Indonesia (N=111). The results of the mediation analysis using PROCESS macro SPSS version 21 revealed that there was a non-significant direct effect between *authentic leadership* and OCB ($c' = .1003$, $t(111) = .0512$, $p > .05$), and there was an indirect effect between *authentic leadership* and OCB through *identification with the supervisor* ($ab = .0583$). Therefore, it is concluded that *identification with the supervisor* fully mediates *authentic leadership* and OCB. This research may provide evidence that companies need to pay attention to *authentic leadership* that can shape *identification with the supervisor* and enhance OCB.