

Pengaruh perceived organizational support terhadap kinerja pegawai melalui mediasi komitmen afektif pada aparatur sipil negara Direktorat Jenderal Aplikasi Informatika Kementerian Komunikasi dan Digital Republik Indonesia = The Effect of perceived organizational support on employee performance through the mediation of affective commitment in the civil servant at the Directorate General of Informatics Applications Ministry of Communication and Digital of the Republic of Indonesia

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Abstrak

Direktorat Jenderal Aplikasi Informatika Kementerian Komunikasi dan Digital Republik Indonesia dalam menyelenggarakan penatakelolaan aplikasi informatika membutuhkan kemampuan terbaik dari Aparatur Sipil Negara melalui kinerja yang dihasilkan. Tujuan penelitian ini adalah untuk menganalisis pengaruh perceived organizational support terhadap kinerja ASN yang dapat berkontribusi pada peningkatan kinerja ASN maupun instansi melalui mediasi komitmen afektif. Penelitian ini menggunakan komitmen afektif sebagai variabel mediasi pada pengaruh antara perceived organizational support dan kinerja pegawai. Pendekatan penelitian yang digunakan adalah pendekatan kuantitatif dengan teknik quota sampling. Structural Equation Modeling-Partial Least Square (SEM-PLS) dengan perangkat lunak SmartPLS digunakan untuk menganalisis data penelitian. Hasil penelitian menunjukkan bahwa perceived organizational support tidak memiliki pengaruh signifikan terhadap kinerja pegawai melalui komitmen afektif pada ASN Ditjen Aptika. Namun, hubungan langsung antar variabel menunjukkan hasil yang signifikan antara pengaruh perceived organizational support terhadap kinerja pegawai, perceived organizational support terhadap komitmen afektif, dan komitmen afektif terhadap kinerja pegawai.

.....The Directorate General of Informatics Applications at the Ministry of Communication and Digital Affairs of the Republic of Indonesia requires the best capabilities of Civil Servants (ASN) in managing informatics applications through their performance. The aim of this study is to analyze the influence of perceived organizational support on ASN performance which can contribute to improving both individual and institutional performance through the mediation of affective commitment. This study employs affective commitment as a mediating variable in the relationship between perceived organizational support and employee performance. A quantitative approach was used with a quota sampling technique. Structural Equation Modeling-Partial Least Squares (SEM-PLS) with SmartPLS software was used to analyze the research data. The results show that perceived organizational support does not have a significant effect on employee performance through affective commitment among civil servants at the Directorate General of Informatics Applications. However, the direct relationships between the variables reveal significant results which are perceived organizational support has a significant effect on employee performance, perceived organizational support significantly influences affective commitment, and affective commitment significantly affects employee performance.