

Peran Mediasi Harmonious Work Passion pada Hubungan antara Perceived Organizational Support dan Kinerja = The Mediating Effect of Harmonious Work Passion on the Relationship Between Perceived Organizational Support and in Role Performance

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Abstrak

Berdasarkan pada perspektif self-determination theory, penelitian ini hendak melihat peran mediasi harmonious work passion HWP pada hubungan antara perceived organizational support POS dan kinerja. POS dapat mendorong terpenuhinya tiga kebutuhan dasar psikologis manusia, yaitu need for autonomy, need for competence, dan need for relatedness, mendorong terbentuknya motivasi internal dan juga dapat mendorong terjadinya proses internalisasi pekerjaan ke dalam identitas karyawan secara otonom. Dengan demikian, harmonious work passion akan terbentuk dan hal ini kemudian akan mendukung kinerja karyawan. Pengumpulan data diperoleh pada karyawan dengan berbagai jabatan dari berbagai perusahaan di Jakarta dan sekitarnya N=305 . Melalui analisis data menggunakan macro Hayes PROCESS pada IBM Statistics SPSS 22, ditemukan bahwa HWP memediasi secara parsial hubungan antara POS dengan kinerja. Implikasi teoretis dan praktis juga akan dibahas dalam penelitian ini.

.....Based on self determination theory perspective, this study aims to examine the mediating effect of harmonious work passion HWP on the relationship between perceived organizational support POS and in role performance. The existence of POS can encourage the fulfillment of three basic human psychological needs, namely need for autonomy, need for competence, and need for relatedness, can encourage the forming of intrinsic motivation, and also can encourage the autonomous internalization process of employee's job into identity. This will lead to harmonious work passion and in turn will enhance employees' in role performance. The data were obtained from employees with various positions from various companies in Jakarta and surrounding areas N 305 . Through data analysis using the Hayes PROCESS macro on IBM Statistics SPSS 22, it was found that HWP mediates partially the relationship between POS and in role performance. The theoretical and practical implications were discussed in this study.