

Analisis pengaruh public service motivation terhadap employee outcomes yang dimediasi oleh person-organization fit dan person-job fit studi kasus: pusat administrasi universitas = The effect of public service motivation on employee outcomes mediated by person organization fit and person job fit case study university central administration

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Abstrak

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Public service motivation dapat mempengaruhi tingkat employee outcomes yang terdiri dari job stress dan organizational citizenship behaviors pada seorang pekerja. Untuk dapat menjaga tingkat employee outcomes, sebuah organisasi dapat mempertimbangkan untuk memberikan public service motivation dalam diri pegawai, sehingga dapat menimbulkan person-organization fit dan person-job fit para pegawai. Dengan adanya person-organization fit dan person-job fit akan mampu mempertahankan employee outcomes yang baik dari para pegawai. Sampel dalam penelitian ini adalah 180 pegawai Pusat Administrasi Universitas. Data diolah menggunakan Structural Equation Modelling SEM . Hasil penelitian ini menunjukkan bahwa public service motivation berdampak langsung pada job stress dan organizational citizenship behaviors serta dapat mempengaruhi job stress melalui person-job fit dan organizational citizenship behaviors melalui person-organization fit.

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ABSTRACT

Public service motivation can affect the employee outcomes level consisting of job stress and organizational citizenship behaviors in a worker. To be able to maintain employee outcomes, an organization may consider providing public service motivation in the employee, so that it can lead to person organization fit and person job fit of employees. Given the person organization fit and person job fit will be able to maintain good employee outcomes from employees. The sample in this research is 180 employee of University Administration Center and processed using Structural Equation Modeling SEM . The results of this study indicate that public service motivation has direct impact on job stress and organizational citizenship behaviors and can influence job stress through person job fit and organizational citizenship behaviors through person organization fit.