

Pengaruh basic psychological needs terhadap organizational identification dan subjective well-being pada gig-worker dalam sektor transportasi dengan motivasi intrinsik dan ekstrinsik sebagai mediating variabel = The influence of basic psychological needs on organizational identification and subjective well-being on transport gig-worker with intrinsic and extrinsic motivation as mediating variables

Nova Wijayanti Christawan, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20507357&lokasi=lokal>

Abstrak

Studi ini menganalisis pengaruh basic psychological needs terhadap subjective well-being dari pekerja transportasi yang berpartisipasi dalam Gig-Economy (transport gig-worker) dan organizational identification, dengan menggunakan motivasi intrinsik dan ekstrinsik sebagai variabel mediasi. Dengan menggunakan self-determination theory, peneliti mencoba membuktikan bahwa on-demand work yang memenuhi basic psychological needs dari para gig-worker akan membentuk motivasi yang kemudian membentuk organizational identification dengan gig-economy company dimana gig-worker tersebut bekerjasama sebagai mitra, serta meningkatkan subjective well-being daripada transport gig-worker di Indonesia. Studi ini menganalisis 280 data survei yang dikumpulkan dari pekerja transportasi yang berpartisipasi dalam gig-economy di Indonesia. Hasil dari penelitian ini menunjukkan bahwa motivasi ekstrinsik sepenuhnya memediasi pengaruh positif dari basic psychological needs terhadap subjective well-being transport gig-worker di Indonesia, sedangkan motivasi intrinsik memediasi sebagian pengaruh positif basic psychological needs terhadap organizational identification di antara gig-worker. Studi ini diharapkan dapat membantu manajemen gig-economy company yang beroperasi di sektor transportasi untuk mengelola mitra atau gig-worker untuk meningkatkan subjective well-being dan mengembangkan organizational identification terhadap gig-economy company, mengingat organizational Identification dan subjective well-being adalah prediktor untuk melihat job satisfaction dari pekerja yang juga memengaruhi higher productivity dari pekerja gig-worker yang berkontribusi terhadap kesuksesan jangka panjang perusahaan.

.....This study analyzes the effect of basic psychological needs on transportation workers participating in the gig-economy (transport gig-workers) subjective well-being and organizational identification, by using Intrinsic and Extrinsic Motivations as mediating variables. By using self-determination theory, we argue that on-demand work that fulfills basic psychological needs of individual gig-workers will develop motivations, which further leads to organizational identification with the gig-economy firm and an enhanced subjective well-being. This study analyzes 280 survey data gathered from transportation workers participating in the gig-economy in Indonesia. samples were obtained using purposive sampling. empirical evidence from this study shows that extrinsic motivation fully mediated the positive influence of basic psychological needs to subjective well-being among transport gig-workers in Indonesia, whereas intrinsic motivation partially mediated the positive influence of basic psychological needs to organizational identification among gig-worker. This study is expected to help the management of gig-economy company operating in the transportation sector to manage its partners or gig-workers to achieve greater subjective well-being and develop organizational identification towards the gig-economy company, considering subjective well-being and organizational identification are predictors to see job satisfaction, and work performance that

contributes to the firms long-term success.