

Peran mediasi Work Engagement terhadap pengaruh Job Resources dan Public Service Motivation pada affective commitment = The effect of Job Resources and Public Service Motivation on Affective Commitment : the mediating role of work engagement

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Abstrak

Penelitian ini ditujukan untuk mengetahui pengaruh job resources, public service motivation sebagai faktor pendorong affective commitment melalui mediasi work engagement pada pegawai negeri sipil di Lingkungan Kanwil DJP Jakarta Selatan II. Responden penelitian ini adalah pegawai dengan jabatan Pelaksana Lainnya dan Account Representative. Total responden dalam penelitian ini berjumlah 226 orang. Hasil penelitian menunjukkan bahwa job resources dan public service motivation memiliki pengaruh positif dan signifikan kepada affective commitment. Work engagement memediasi pengaruh job resources dan public service motivation terhadap affective commitment.

.....This study aims to determine the effect of job resources and public service motivation as a driving factor for affective commitment and the mediating role of work engagement among civil servants in Jakarta Selatan II Regional Tax Office. Respondents of this research are employees by the position "Pelaksana Lainnya" and "Account Representatives". The total respondents in this study were 226 people. The results showed that job resources and public service motivation positively and significantly affected affective commitment. This study finds that work engagement mediates the impact of job resources and public service motivation toward affective commitment.