

Pengembangan Karir dan Kualitas Kehidupan Kerja Terhadap Organization Citizenship Behavior Melalui Motivasi Kerja Sebagai Variabel Intervening (Studi Pada Polda Metro Jaya) = Career Development and Quality of Work Life on Organizational Citizenship Behavior through Work Motivation as the Intervening Variable (A Study at Jakarta Metropolitan Police Region)

Harry Gasgari, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20525182&lokasi=lokal>

Abstrak

Permasalahan terkait Organization Citizenship Behavior di Polda Metro Jaya memiliki pengaruh terhadap efektifitas dan produktifitas organisasi secara keseluruhan. OCB sebagaimana hasil kajian literatur banyak dipengaruhi oleh motivasi kerja, dan motivasi dipengaruhi oleh pengembangan karier serta kualitas kehidupan kerja. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh pengembangan karier, kualitas kehidupan kerja terhadap Organization Citizenship Behavior melalui motivasi kerja sebagai intervening variabel. Penelitian ini melibatkan sekitar 361 responden yang berasal dari direktorat operasional yang berada pada Polda Metro Jaya yang diambil secara proporsional kluster random sampling dari masing-masing direktorat. Analisis yang digunakan dalam menjawab pertanyaan penelitian digunakan analisis jalur dengan Teknik SEM untuk mengkaji pengaruh langsung dan pengaruh tidak langsung masing-masing variabel. Hasil penelitian menunjukkan persepsi dari anggota Polda Metro Jaya terhadap variabel yang diteliti tergolong tinggi, namun terdapat perbedaan nilai masing-masing variabel pada masing-masing satuan kerja. Pengembangan karier terbukti berpengaruh positif dan signifikan terhadap motivasi kerja, kualitas kehidupan kerja terbukti berpengaruh positif dan signifikan terhadap motivasi kerja, pengembangan karier terbukti berpengaruh positif dan signifikan terhadap OCB, motivasi kerja dapat memediasi pengaruh pengembangan karier secara signifikan terhadap OCB, kualitas kehidupan kerja terbukti berpengaruh positif dan signifikan terhadap OCB, motivasi kerja dapat memediasi pengaruh kualitas kehidupan kerja secara signifikan terhadap OCB dan motivasi kerja terbukti berpengaruh positif dan signifikan terhadap OCB.

.....Problems related to Organizational Citizenship Behavior at Jakarta Metropolitan Police Region have influenced the effectiveness and productivity of the organization as a whole. OCB, as the results of literature review, is much influenced by work motivation, and motivation is influenced by career development and quality of work life. The study aims to examine and analyze the effect of career development and quality of work life on Organization Citizenship Behavior through work motivation as the intervening variable. The study involves 361 respondents from several operational directorates of Jakarta Metropolitan Police Region. They are proportionally chosen by cluster random sampling from each directorate. The author employs the path analysis with SEM technique in order to examine the direct and indirect effects of each variable. The results show that the perception of Jakarta Metropolitan Police Region personnel on the variables studied is high. However, there are differences in the value of each variable in each work unit: career development has a positive and significant effect on work motivation; quality of work life has a positive and significant effect on work motivation; career development has a positive and significant effect on OCB; work motivation can significantly mediate the effect of career development on OCB; quality of work life has a positive and significant effect on OCB; work motivation can significantly mediate the effect of quality of work life on

OCB and work motivation has a positive and significant effect on OCB. The author recommends a further research in other locations as well as more respondents in order to obtain more comprehensive and complete information on factors influencing OCB of police personnel.