

Pengaruh Knowledge Management dan Public Service Motivation Terhadap Organizational Commitment Dengan Job Satisfaction Sebagai Mediator: Studi Empiris pada Badan Pendidikan dan Pelatihan Keuangan = The Relationship of Knowledge Management and Public Service Motivation Towards Organizational Commitment With Job Satisfaction as Mediator: Empirical Study in Financial Education and Training Agency

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Abstrak

Penelitian ini bertujuan untuk menguji peran knowledge management dan public service motivation dalam mempengaruhi organizational commitment pada Badan Pendidikan dan Pelatihan Keuangan. Selain itu, penelitian ini juga melihat peran job satisfaction dalam memediasi hubungan antara knowledge management dan public service motivation dengan organizational commitment. Data penelitian dikumpulkan menggunakan kuesioner dan didapatkan 360 responden. Data yang telah diperoleh diolah menggunakan metode Structural Equation Modeling dengan aplikasi LISREL. Hasil penelitian menunjukkan bahwa knowledge management dan public service motivation berpengaruh secara positif dan signifikan terhadap organizational commitment. Job satisfaction juga terbukti memiliki peran mediasi secara parsial dalam hubungan antara knowledge management dan public service motivation terhadap organizational commitment. Penelitian ini memberikan pengetahuan bagi praktisi di sektor pemerintahan tentang peran knowledge management dan public service motivation dalam mempertahankan komitmen berorganisasi para pegawainya yang dimediasi oleh job satisfaction.

.....This study examines how knowledge management and public service motivation influence one's organizational commitment. The scope of this study is the Financial Education and Training Agency of the Ministry of Finance of the Republic of Indonesia. Specifically, this study evaluates whether job satisfaction mediates the relationship between knowledge management and public service motivation toward organizational commitment. Research data was collected using a questionnaire, and we generated 360 respondents. We analyze the data using the Structural Equation Modelling method with the LISREL application. The results showed that knowledge management and public service motivation positively and significantly affected organizational commitment. Additionally, job satisfaction mediates the association between knowledge management, public service motivation, and organizational commitment. This study provides practitioners in the public sector with information regarding the role of knowledge management and public service motivation in sustaining employee organizational commitment, which is mediated by job satisfaction.