

Analisis Pengaruh Person-Organization Fit (P-O Fit) Terhadap Kinerja Karyawan Melalui Social Exchange (Studi Kasus pada PT. Jasaraharja Putera Cabang Pusat) = Analysis of The Effect of Person-Organization Fit (P-O Fit) on Employee Performance Through Social Exchange (Case Study on Jasaraharja Putera Inc. Central Branch)

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Abstrak

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh person organization fit terhadap kinerja karyawan melalui variabel social exchange pada karyawan PT. Jasaraharja Putera Cabang Pusat. Penelitian ini menggunakan pendekatan kuantitatif melalui survei yang didasari dengan metode total sampling. Jumlah responden dalam penelitian ini sebanyak 117 responden yang didapatkan melalui online questionnaire. Data diolah menggunakan SPSS melalui analisis statistik deskriptif dan analisis jalur (path analysis). Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh antara person organization fit dengan social exchange dan social exchange dengan kinerja karyawan. Sedangkan untuk person organization fit tidak memiliki pengaruh dengan kinerja karyawan. Namun apabila dihubungkan melalui variabel mediasi yakni social exchange maka hasilnya menunjukkan terdapat pengaruh diantara keduanya

.....The purpose of this research is to analyze the effect of person-organization fit (P-O Fit) on employee performance through social exchange on Jasaraharja Putera Inc. Central Branch. This research uses quantitative approach through survey based on total sampling method. The number of respondents in this study was 117 respondents obtained through online questionnaires. Data is processed using SPSS through descriptive statistical analysis and path analysis. The results of this study show that there is an influence between person organization fit with social exchange and social exchange with employee performance. As for person organization fit has no influence with employee performance. But if connected through mediation variables, which is social exchange, the results show there is influence between the two.