

Pengaruh Perceived Organizational Support dan Psychological Capital terhadap Organizational Performance dengan Mediasi Work Engagement: Studi pada Direktorat Jenderal Perimbangan Keuangan Selama Masa Penyederhanaan Organisasi = The Effect of Perceived Organizational Support and Psychological Capital on Organizational Performance through Mediation of Work Engagement : Study in Directorate General of Fiscal Balance During Organizational Change

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Abstrak

Tujuan dari studi ini untuk menguji dan menganalisis pengaruh dari perceived organizational support dan psychological capital terhadap organizational performance dengan mediasi work engagement. Pengujian dilakukan terhadap 305 responden yang merupakan pegawai aktif di lingkungan Direktorat Jenderal Perimbangan Keuangan Republik Indonesia. Pendekatan penelitian dalam studi ini covariance-based structural equation modelling (CB-SEM) dan pengujian melalui confirmatory factor analysis menggunakan aplikasi LISREL untuk menguji variabel multidimensi pada model dalam studi ini. Secara keseluruhan, hasil pengujian seluruh hipotesis menunjukkan bahwa data yang diperoleh mendukung model. Penelitian ini mengungkapkan bahwa perceived organizational support dan psychological capital memiliki pengaruh positif dan signifikan terhadap organizational performance. Selain itu, work engagement dikonfirmasi sebagai variabel yang memediasi hubungan tersebut. Hasil studi ini menunjukkan bahwa ketika pegawai memiliki kondisi mental positif serta merasa mendapatkan dukungan organisasi yang memadai khususnya selama masa penyederhanaan organisasi, akan berdampak positif terhadap kinerja organisasi khususnya untuk mencapai tujuan layanan yang ditargetkan dengan syarat pegawai harus merasa terlibat dalam pekerjaannya yaitu ketika melaksanakan tugasnya disertai dengan perasaan bahagia dan penuh semangat.The purpose of this study is to examine and analyze the effect of perceived organizational support and psychological capital on organizational performance by mediating role work engagement. The test was conducted on 305 active employees in Directorate General of Financial Balance. The research approach in this study is covariance-based structural equation modeling (CB-SEM). The data was tested through confirmatory factor analysis using LISREL to test multidimensional variables in the model in this study. Overall, the results show that all hypotheses support the model. This research reveals that perceived organizational support during organizational change and psychological capital have a positive and significant influence on organizational performance. In addition, work engagement was confirmed as a variable that mediates this relationship. Thus, the results show that when employees have a positive mental condition and feel they received organizational support, especially during the organizational change, this will have a positive impact on organizational performance, especially in achieving targeted service goals. In addition to that, employees must feel involved in their work when carrying out their duties by feelings of happiness and enthusiasm.