

ABSTRAK

Dalam organisasi yang mengandalkan manusia sebagai sumber daya, maka karyawan memiliki peran masing-masing di dalam perusahaan. Tenaga kerja perlu dibina dan dikendalikan agar tetap menjaga terlaksananya kepentingan perusahaan. Salah satu cara yang dapat ditempuh yaitu dengan mendukung kerjasama dan memberikan dukungan bagi kepentingan karyawan. Hal penting yang terkait dengan karyawan dan perusahaan, yaitu *Perceived Organization Support (POS)* yang tercipta dengan baik, karena dapat menciptakan perilaku karyawan yang bekerja sama dan aktif secara sukarela melakukan hal terbaik di luar tugasnya, tanpa imbalan apa pun dari perusahaan. Oleh karena itu, maka pada kesempatan ini penulis tertarik menyusun penelitian dengan judul “Pengaruh *Perceived organizational support* terhadap *Affective commitment* dengan mediasi *Felt obligation* dan *Positive mood*”.

Penelitian ini adalah penelitian survey dengan pendekatan kuantitatif. Variabel-variabel yang diteliti meliputi *Perceived organizational support*, *Affective commitment*, *Felt obligation*, dan *Positive mood*. Sumber data berasal dari kuesioner yang disebarakan kepada sebanyak 110 responden yang merupakan karyawan PT. Nippon Paint di Gresik. Kuesioner diukur dengan Skala Likert dan sampel ditentukan dengan metode *purposive sampling*. Teknik analisa data yang digunakan yaitu model persamaan struktural dengan program Warp-PLS.

Hasil penelitian memperlihatkan bahwa *Perceived organizational support* berpengaruh positif dan signifikan ($\beta=0,278$ $p<0,05$) terhadap *Affective commitment*. *Perceived organizational support* berpengaruh positif dan signifikan ($\beta=0,291$ $p<0,05$) *Positive mood*. *Felt obligation* berpengaruh positif dan signifikan ($\beta=0,296$ $p<0,05$) terhadap *Affective commitment*. *Positive mood* berpengaruh positif dan signifikan ($\beta=0,414$; $p<0,05$) terhadap *Affective commitment*. *Felt obligation* memiliki peran mediasi parsial terhadap hubungan *Perceived organizational support* terhadap *Affective commitment*. *Positive mood* memiliki peran mediasi parsial terhadap hubungan *Perceived organizational support* terhadap *Affective commitment*.

Kata kunci : *Perceived organizational support*, *Affective commitment*, *Felt obligation*, *Positive mood*.

ABSTRACT

Organizations must rely on humans as resources because employees have such any important roles for company. Workers need to be fostered and controlled so as to maintain the implementation of company interests. One of important way is supporting cooperation and providing support for the interests of employees. The important thing related to employees and companies, namely the Perceived Organization Support (POS), because it can create the behavior of employees who work together and actively voluntarily do the best outside their duties, even without any reward from the company. Therefore, the author was interested in compiling research with the title "The Effect of Perceived organizational support on Affective commitment with Mediation of Felt obligation and Positive mood".

This research used a survey with a quantitative approach. The variables included in this research are Perceived organizational support, Affective commitment, Felt obligation, and Positive mood. Sources of data are questionnaires distributed to as many as 110 respondents who are employees of PT. Nippon Paint in Gresik. Questionnaires were measured by Likert Scale and samples were determined by purposive sampling method. Data analysis techniques used for this research are structural equation models with the Warp-PLS program.

The results showed that Perceived organizational support had a positive and significant effect ($b = 0.278$ $p < 0.05$) on Affective commitment. Perceived organizational support has a positive and significant effect ($b = 0.291$ $p < 0.05$) on Positive mood. Felt obligation has a positive and significant effect ($b = 0.296$ $p < 0.05$) on Affective commitment. Positive mood has a positive and significant effect ($b = 0.414$; $p < 0.05$) on Affective commitment. Felt obligation has a partial mediating role in relationship of Perceived organizational support toward Affective commitment. Positive mood has a partial mediating role ini relationship on Perceived organizational support to Affective commitment.

Keywords: *Perceived organizational support, Affective commitment, Felt obligation, Positive mood.*