

PERAN PERCEIVED ORGANIZATIONAL SUPPORT SEBAGAI MODERATOR HUBUNGAN ANTARA JOB SECURITY TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN GENERASI MILENIAL

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Abstract

Unexpected challenges that can occur every day make organizations cannot rely solely on the work of their employees based on the main task description, but need to encourage employees to "work more" even though it is not stated in detail in the main job description or what is often called organizational citizenship behavior (OCB). However, it is undeniable that the global recession, changes in organizational structure, and automation threaten job security so that they can affect OCB behavior. This study was conducted to determine the role of perceived organizational support (POS) as a moderator of the relationship between job security and organizational citizenship behavior (OCB) in millennial generation employees. The hypothesis of this study states that POS can moderate the relationship between job security and OCB. To test this hypothesis, a test was conducted using the OCB scale, job security index (JSI), and POS on 235 millennial generation employees who work as permanent employees of state/private companies. The results of this study indicate that POS cannot moderate the relationship between job security and OCB. However, from additional analysis it is found that the relationship between job security and OCB will be stronger if the employee's contribution is high (POS aspect).

Keywords: *job security, millennial employees, organizational citizenship behavior, perceived organizational support*

Abstrak

Tantangan tak terduga dapat terjadi setiap hari membuat organisasi tidak bisa hanya mengandalkan pekerjaan karyawannya berdasarkan deskripsi tugas utama saja, namun perlu mendorong agar karyawan dapat "bekerja lebih" meskipun tidak disebutkan secara rinci dalam deskripsi tugas utama atau yang sering disebut dengan *organizational citizenship behavior* (OCB). Namun tidak dapat dipungkiri resesi global, perubahan struktur organisasi, dan otomatisasi mengancam keamanan kerja sehingga dapat mempengaruhi perilaku OCB. Penelitian ini dilakukan untuk mengetahui peran *perceived organizational support* (POS) sebagai moderator hubungan antara *job security* terhadap *organizational citizenship behavior* (OCB) pada karyawan generasi milenial. Hipotesis penelitian ini menyatakan bahwa POS dapat memoderasi hubungan antara *job security* terhadap OCB. Untuk menguji hipotesis ini, dilakukan tes menggunakan skala OCB, *job security index* (JSI), dan skala POS pada 235 karyawan generasi milenial yang bekerja sebagai karyawan tetap perusahaan negara/swasta. Hasil penelitian ini menunjukkan bahwa POS tidak dapat memoderasi hubungan antara *job security* terhadap OCB. Namun, dari analisis tambahan ditemukan bahwa hubungan *job security* terhadap OCB akan semakin kuat apabila tingginya penghargaan terhadap kontribusi karyawan (aspek POS).

Keywords: *job security, karyawan milenial, organizational citizenship behavior, perceived organizational support*