

Pengaruh *Diversity Climate* dan *Psychological Contract* Terhadap Pembentukan *Organizational Identification* pada Karyawan di Indonesia

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Abstrak. Penelitian ini dilakukan untuk mengetahui bagaimana pengaruh penerapan *diversity climate* dan juga *psychological contract* di organisasi terhadap pembentukan *organizational identification* pada karyawan di Indonesia. Metode yang digunakan dengan pendekatan kuantitatif metode survei. Survei yang disebarkan kepada karyawan yang bekerja di Indonesia dan mendapatkan total responden sebanyak 159 orang. Hasil dari analisis yang dilakukan pada survei yang disebarkan, didapatkan bahwa adanya pengaruh secara simultan dan parsial antara *diversity climate* dan *psychological contract* dalam pembentukan *organizational identification*. Sehingga dengan terpenuhinya (fulfillment) ekspektasi dan juga iklim keragaman yang terbentuk secara positif memperkuat pembentukan identitas di organisasi. Karena itu, pada organisasi diharapkan mampu memberikan pemenuhan ekspektasi karyawan atau anggotanya agar dapat memberikan performa yang maksimal dalam bekerja.

Kata Kunci: *Diversity, Diversity Climate, Psychological Contract, Organizational Identification, Organization*

The Influence of Diversity Climate and Psychological Contract on The Formation of Organizational Identification in Indonesia Employees

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Abstract. This study was conducted to determine how the application of diversity climate and also psychological contract in the organization affects the formation of organizational identification in employees in Indonesia. The method used with a quantitative approach survey method. The survey was distributed to employees who work in Indonesia and got a total of 159 respondents. The results of the analysis conducted on the survey distributed, it was found that there was a simultaneous and partial influence between diversity climate and psychological contract in the formation of organizational identification. So that with the fulfillment of expectations and also the diversity climate that is formed positively strengthens the formation of identity in the organization. Therefore, organizations are expected to be able to provide fulfillment of the expectations of their employees or members in order to provide maximum performance at work.

Key Words: *Diversity, Diversity Climate, Psychological Contract, Organizational Identification, Organization*