

Affective Organizational Commitment sebagai Mediator antara Peran Perceived Organizational Support terhadap Employee Voice Behavior

Intan Fara Dilla¹, Sumaryono²

^{1,2}Fakultas Psikologi Universitas Gadjah Mada

email: lintanfaradilla@mail.ugm.ac.id, sumaryono.cendix@ugm.ac.id

Abstrak. Organisasi di era ini memiliki tuntutan dan kompleksitas pekerjaan yang tinggi serta bervariasi dan salah satu cara agar organisasi atau perusahaan dapat mengembangkan keunggulannya dengan melalui ide dan gagasan yang dimiliki oleh karyawan sehingga penting untuk meneliti *employee voice behavior* lebih spesifik. Penelitian ini bertujuan untuk menguji peran *perceived organizational support* secara langsung dan atau tidak langsung terhadap *employee voice behavior* melalui mediator *affective organizational commitment*. Partisipan pada penelitian ini berjumlah 383 responden yang merupakan karyawan swasta serta sudah bekerja di perusahaan lebih dari enam bulan. Analisis data dilakukan dengan teknik *structural equation modeling* (SEM) menggunakan AMOS versi 24. Hasil analisis menunjukkan bahwa peran *perceived organizational support* terhadap *employee voice behavior* dimediasi secara penuh oleh *affective organizational commitment* pada karyawan swasta. Artinya bahwa peran *perceived organizational support* terhadap *employee voice behavior* terjadi secara tidak langsung melalui adanya *affective organizational commitment* sebagai mediator. Hasil ini berkontribusi terhadap literatur terkini dengan memberikan analisis yang komprehensif tentang model teoritis yang menjelaskan signifikansi dari peran *affective organizational commitment* sebagai mediator antara *perceived organizational support* dan *employee voice behavior*.
Kata Kunci: *employee voice behavior, perceived organizational support, affective organizational commitment*

Abstract. Organizations in this era face high demands and work complexity, as well as varied tasks. One way for organizations or companies to develop their competitive edge is through the ideas and suggestions offered by employees, making it essential to study employee voice behavior in more specific detail. This research aims to examine whether perceived organizational support influences employee voice behavior through the mediator affective organizational commitment. The participants in this study consisted of 383 respondents who are private-sector employees and have worked at their companies for more than six months. Data analysis was conducted using structural equation modeling (SEM) with AMOS version 24. The results indicate that the role of perceived organizational support on employee voice behavior is fully mediated by affective organizational commitment among private-sector employees. This means that the effect of perceived organizational support on employee voice behavior occurs

indirectly through affective organizational commitment as a mediator. These findings contribute to the current literature by providing a comprehensive analysis of a theoretical model explaining the significance of affective organizational commitment as a mediator between perceived organizational support and employee voice behavior.

Keywords: employee voice behavior, perceived organizational support, affective organizational commitment