

## INTISARI

Penelitian ini menginvestigasi pengaruh grit dan dukungan organisasional persepsian (*perceived organizational support*) terhadap kinerja kontekstual, dengan modal psikologis (*psychological capital*) sebagai variabel mediasi dan keterikatan kerja (*work engagement*) sebagai variabel moderasi. Berlandaskan *Organizational Support Theory* (OST) dan *Psychological Capital Theory*, penelitian ini mengembangkan pendekatan integrasi teoretis berurutan (*sequential theoretical integration*) untuk menjelaskan bagaimana dukungan organisasi, kekuatan psikologis, dan keterlibatan afektif berkontribusi terhadap kinerja kontekstual. Data diperoleh dari 756 petugas lembaga pemasyarakatan di Provinsi Jawa Tengah dan dianalisis menggunakan *Partial Least Squares Structural Equation Modeling* (PLS-SEM) dengan pendekatan *Disjoint Two-Stage Approach* melalui SmartPLS 4. Hasil menunjukkan bahwa grit merupakan prediktor paling kuat terhadap kinerja kontekstual, baik secara langsung maupun melalui modal psikologis. Dimensi ketekunan usaha lebih berpengaruh dibandingkan konsistensi minat, sedangkan di antara dimensi modal psikologis, resiliensi menjadi aspek paling representatif. Selain itu, dedikasi muncul sebagai dimensi keterikatan kerja yang paling memperkuat hubungan antara modal psikologis dan kinerja kontekstual. Temuan ini menegaskan bahwa faktor individual lebih dominan dibandingkan faktor organisasional dalam membentuk kinerja kontekstual. Secara praktis, penelitian ini menyoroti pentingnya peningkatan dukungan organisasi, pengembangan modal psikologis, serta pembentukan karakter tekun dan tangguh guna menciptakan kinerja kontekstual yang adaptif dan berkelanjutan.

**Kata kunci:** grit, dukungan organisasional persepsian, modal psikologis, keterikatan kerja, kinerja kontekstual, teori dukungan organisasi, teori modal psikologis.

## ABSTRACT

This study investigates the influence of grit and perceived organizational support (POS) on contextual performance, with psychological capital as a mediating variable and work engagement as a moderating variable. Grounded in Organizational Support Theory (OST) and Psychological Capital Theory, this research adopts a sequential theoretical integration approach to explain how organizational support, psychological resources, and affective involvement jointly shape extra-role behavior in a high-pressure public work environment. Data were collected from 756 correctional officers in Central Java Province, Indonesia, and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with the Disjoint Two-Stage Approach via SmartPLS 4. The findings reveal that grit is the strongest predictor of contextual performance, both directly and indirectly through psychological capital. The perseverance of effort dimension contributes more significantly than consistency of interest, while among psychological capital dimensions, resilience emerges as the most representative mediator. Moreover, dedication is identified as the work engagement dimension that most strongly enhances the effect of psychological capital on contextual performance. Overall, the results highlight that individual factors outweigh organizational factors in promoting extra-role behavior. Practically, this study emphasizes the importance of enhancing perceived organizational support, fostering psychological capital, and developing perseverance and resilience to cultivate adaptive and sustainable contextual performance in correctional institutions.

**Keywords:** grit, perceived organizational support, psychological capital, work engagement, contextual performance, organizational support theory, psychological capital theory.