

ABSTRAK

Opini karyawan kontrak jarang didengar saat memberikan masukan atau jarang diajak berdiskusi. Ditambah dengan dukungan organisasional persepsian yang berbeda dengan karyawan tetap, membuat *perceived insider status* karyawan kontrak menjadi rendah. Penelitian ini dilakukan pada PT Bank Negara Indonesia (Persero) Tbk KCU UGM Yogyakarta. Penelitian ini bertujuan untuk menguji pengaruh partisipasi karyawan dalam pengambilan keputusan terhadap *perceived insider status* dengan dukungan organisasi persepsian sebagai pemoderasi.

Penelitian ini menggunakan desain penelitian kuantitatif dengan menggunakan data primer. Data tersebut diperoleh dengan menyebarkan 85 kuesioner untuk kemudian dianalisis menggunakan analisis regresi. Hasil penelitian menunjukkan bahwa partisipasi karyawan dalam pengambilan keputusan secara signifikan berpengaruh positif terhadap *perceived insider status* serta dukungan organisasional persepsian mampu memoderasi pengaruh positif terhadap *perceived insider status*.

Kata Kunci: Partisipasi Karyawan dalam Pengambilan Keputusan, *Perceived Insider Status*, Dukungan Organisasional Persepsian

ABSTRACT

Contract employee's opinion is rarely counted nor get invited in a discussion. Moreover, the perceived organizational support gap between contract and regular employee makes perceived insider status of contract employee low. This study was conducted in PT Bank Negara Indonesia (Persero) Tbk. KCU UGM Yogyakarta. Since it focuses on hypothesis testing, this study aims to examine the effect of participation in decision making towards perceived insider status with perceived organizational support as a moderating variable.

This research applies a quantitative research design that uses primary data. Data was obtained through distributing 85 questionnaires which then was analyzed using regression method. The results of this study proved that participation in decision making has significant positive impact towards perceived insider status. Perceived organizational support attests to moderate the positive influence of participation in decision making towards perceived insider status.

Keywords: *Participation in Decision Making, Perceived Insider Status, Perceived Organizational Support*