



Peran Perceived Supervisory Support terhadap Organizational Citizenship Behavior pada Teleworker

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Abstract. Teleworking is a working practice with a flexible time and location that is currently used widely in companies. It has a major influence on the dynamics of an individual's performance and relationship among workers compared to conventional work practices. Specifically in Indonesia, OCB as one of the working dynamics that supports the company's upturn is rarely explored in the teleworking setting. Related to the working relationships between teleworkers, this research aimed to reveal the influence between the perceived supervisory support to OCB in Indonesian teleworkers. Data from 141 teleworkers were taken from the online questionnaire, and were analyzed with linear regression test, multivariate analysis, and Pearson correlation test. The result shows that PSS played a significant role in OCB's appearance on teleworkers. Through this research, academics and organizational practitioners can acknowledge the importance of PSS in generating OCB among teleworkers for the sustainability and betterment of the company.

Keywords: *organizational citizenship behavior, perceived supervisory support, teleworking*

Abstrak. *Teleworking*, atau praktik kerja dari lokasi dan waktu yang fleksibel, merupakan tren yang semakin banyak diterapkan di berbagai perusahaan masa kini sebagai solusi atas permasalahan industrial modern. *Teleworking* memiliki berbagai perbedaan dengan praktik kerja konvensional, salah satunya adalah dinamika relasi antar pekerja yang turut memberikan pengaruh besar terhadap dinamika kerja seseorang. OCB sebagai salah satu dinamika kerja yang menunjang kemajuan perusahaan dalam hal ini relatif sedikit dieksplorasi dalam latar *teleworking* di Indonesia. Dalam kaitannya dengan dinamika relasi antar *teleworker*, penelitian ini membahas PSS sebagai aspek relasional *teleworker* dan perannya terhadap OCB pada *teleworker* di Indonesia. Data 141 *teleworker* diambil menggunakan survei daring dan dianalisis dengan uji regresi linear, analisis multivariat, serta uji korelasi Pearson. Hasil menunjukkan bahwa PSS memiliki peran signifikan terhadap kemunculan OCB *teleworker*. Melalui penelitian ini, kalangan akademis dan praktisi organisasional dapat melihat gambaran sejauh mana pentingnya PSS sebagai aspek relasional *teleworker* dalam memunculkan OCB demi keberlangsungan dan kemajuan organisasi/perusahaan.

Kata kunci: *organizational citizenship behavior, perceived supervisory support, teleworking*