

ABSTRAK

Kegagalan dalam pencapaian target kinerja merupakan masalah utama yang dihadapi setiap perguruan tinggi. Identifikasi faktor penyebab ditelusur mulai dari tingkat organisasi sampai dengan tingkat individu. Kinerja dosen mempunyai pengaruh besar pada kinerja perguruan tinggi. Berdasarkan observasi kontekstual dan kajian literatur, variabel dukungan organisasional persepsian, motivasi intrinsik, dan komitmen afektif berpengaruh pada kinerja. Kajian yang sudah dilakukan secara empiris menunjukkan adanya beragam tingkat pengaruh langsung ketiga variabel bebas tersebut pada kinerja. Namun, studi tentang pengaruh tidak langsung dukungan organisasional persepsian atau motivasi intrinsik pada kinerja melalui komitmen afektif belum banyak dilakukan.

Penelitian ini bertujuan untuk menguji pengaruh langsung dukungan organisasional persepsian dan motivasi intrinsik pada kinerja serta menguji peran komitmen afektif dalam memediasi pengaruh dukungan organisasional persepsian dan pengaruh motivasi intrinsik pada kinerja. Metode penelitian yang digunakan adalah metode kuantitatif dengan analisis jalur.

Telah dilakukan penelitian terhadap 97 dosen tetap di ITTP terdiri dari 66 laki-laki dan 31 perempuan. Penelitian dilakukan menggunakan kuesioner yang terstandar terdiri dari 23 butir pernyataan. Variabel yang diteliti adalah dukungan organisasional persepsian, motivasi intrinsik, komitmen afektif, dan kinerja. Data kuesioner diambil secara daring, kemudian dilakukan analisis menggunakan statistik deskriptif, statistik inferensial, serta uji Sobel.

Hasil penelitian mengungkapkan bahwa dukungan organisasional persepsian tidak signifikan secara statistik berpengaruh pada kinerja ($p=0,531$), motivasi intrinsik berpengaruh signifikan pada kinerja ($p=0,008$), tetapi komitmen afektif tidak memediasi pengaruh, baik dukungan organisasional persepsian maupun motivasi intrinsik pada kinerja. Hubungan komitmen afektif dengan kinerja ditemukan lemah ($\beta = 0,167$; $p = 0,103$). Temuan menarik pada penelitian ini adalah dosen perempuan memiliki pengaruh motivasi intrinsik pada kinerja lebih tinggi daripada dosen laki-laki. Pengaruh motivasi intrinsik pada kinerja meningkat pada dosen untuk masa kerja 1–5 tahun.

Kata kunci : kinerja, dukungan organisasional persepsian, motivasi intrinsik, komitmen afektif, analisis jalur, uji Sobel

ABSTRACT

Failure to achieve performance targets is a major problem faced by every university. Identification of causal factors is traced from the organizational level to the individual level. The performance of lecturers has a major influence on the performance of university. Based on contextual observations and literature review, the variables perceived organizational support, intrinsic motivation, and affective commitment have an effect on performance. Studies that have been conducted empirically show that there are various levels of direct influence of the three independent variables on performance. However, studies on the indirect effect of perceived organizational support or intrinsic motivation on performance through affective commitment have not been widely carried out.

This study aims to examine the direct effect of perceived organizational support and intrinsic motivation on performance and to examine the role of affective commitment in mediating the effect of perceived organizational support and the effect of intrinsic motivation on performance. The research method used is a quantitative method with path analysis.

Research has been carried out on 97 permanent lecturers at ITTP consisting of 66 men and 31 women. The study was conducted using a standardized questionnaire consisting of 23 statement items. The variables studied were perceived organizational support, intrinsic motivation, affective commitment, and performance. The questionnaire data was taken online, then analyzed using descriptive statistics, inferential statistics, and the Sobel test.

The results revealed that perceived organizational support had no statistically significant effect on performance ($p=0.531$), intrinsic motivation had a statistically significant effect on performance ($p=0.008$), but affective commitment did not mediate the effect, both perceived organizational support and intrinsic motivation on performance. . The relationship between affective commitment and performance was found to be weak ($\beta=0.167$; $p=0.103$). An interesting finding in this study is that female lecturers have a higher intrinsic motivation effect on performance than male lecturers. The effect of intrinsic motivation on performance increases in lecturers for a period of 1–5 years.

Keywords: performance, perceived organizational support, intrinsic motivation, affective commitment, path analysis, Sobel test