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The Influence of Perceived Organizational Support and Work Environment on Organizational Commitment at Public Service

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Keywords

Perceived Organizational Support; Human Resource Management Practice; Organizational Commitment; PLS. ,

Abstract

The general objective of this research is to analyze the direct effect of perceived organizational support (POS), work environment, and human resource management practice on organizational commitment and to analyze the effect of perceived organizational support (POS) and work environment on organizational commitment through mediation of human resource management practice, while specific objectives to identify and construct models of human resource management practice in organizational management. The research process was carried out in stages: 1) mapping the potential of human resources, 2) identifying the process of human resource management practice, through the implementation of the POAC management function, 3) compiling indicators and constructing research instruments, 4) evaluating and validating experts related to research instruments, 5) Distributing instruments and data collection which involving 70 District staff, 6) Data processing and data analysis using Smart PLS .3.0 software. The results of the study show that: 1) perceived organizational support and work environment have a significant positive effect on human resource management practice and organizational commitment, 2) human resource management practice has a positive effect on organizational commitment, 3) human resource management practice has no significant effect to mediate the relationship perceived organizational support and work environment on organizational commitment.