

ABSTRAK

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“ANALISIS PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT*, *EXTRINSIC WORK VALUES*, *INTRINSIC WORK VALUES*, *EMOTIONAL EXHAUSTION*, *CYNICISM*, DAN *REDUCED PROFESSIONAL EFFICACY* TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) DAN PENGARUH OCB TERHADAP *JOB PERFORMANCE* PEKERJA PARUH WAKTU DI SURABAYA”

(207 halaman; 16 gambar; 51 tabel; 32 lampiran)

Dunia yang telah berkembang memunculkan berbagai macam perubahan dalam bidang ekonomi. Sekarang telah masuk ke Indonesia fenomena yang disebut dengan *Gig Economy* yang artinya maraknya pekerja paruh waktu yang direkrut oleh perusahaan. Pekerja paruh waktu dapat memberi keuntungan kepada perusahaan, seperti mengefisienkan biaya rekrut, menghemat gaji, tidak perlu tunjangan, dan ide yang dihasilkan juga cenderung lebih *fresh* dan diimbangi dengan kemampuan. Pekerja paruh waktu bekerja dengan waktu yang sedikit, sehingga menyebabkan imbalan atau gaji yang mereka terima juga tidak cukup besar. Tetapi mereka adalah bagian dari perusahaan, sehingga pentingnya kinerja mereka juga menjadi pertimbangan untuk kesuksesan perusahaan.

Penelitian ini ditujukan untuk menganalisa pengaruh *Perceived Organizational Support* (POS), *Extrinsic Work Values* (EWV), *Intrinsic Work Values* (IWV), *Emotional Exhaustion* (EE), *Cynicism* (C), dan *Reduced Professional Support* (RPE) terhadap *Job Performance* (JP) melalui *Organizational Citizenship Behavior* (OCB) Pekerja Paruh Waktu di Surabaya. Sampel merupakan pekerja paruh waktu, berusia 18-25 tahun, berstatus mahasiswa, dan sudah bekerja minimal selama 6 bulan. Penelitian ini menggunakan 57 responden dan SPSS untuk mengolah data.

Ditemukan bahwa POS berpengaruh terhadap OCB dengan koefisien regresi sebesar 0.320, EWV berpengaruh terhadap OCB dengan koefisien regresi sebesar 0.270, IWV berpengaruh terhadap OCB dengan koefisien regresi sebesar 0.245, EE berpengaruh terhadap OCB dengan koefisien regresi sebesar -0.248, C berpengaruh terhadap OCB dengan koefisien regresi sebesar -0.255, RPE berpengaruh terhadap OCB dengan koefisien regresi sebesar -0.519, OCB berpengaruh terhadap JP dengan koefisien regresi sebesar 0.289.

Referensi: 103 (1981-2019)

ABSTRACT

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"ANALYSIS OF THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT, EXTRINSIC WORK VALUES, INTRINSIC WORK VALUES, EMOTIONAL EXHAUSTION, CYNICISM, AND REDUCED PROFESSIONAL EFFICACY ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AND OCB'S INFLUENCE ON SURABAYA PART TIMER'S JOB PERFORMANCE"

(207 pages; 16 pictures; 51 tables; 32 appendices)

The world that has developed has various kinds of changes in the economic sector. Right now, a unique phenomenon has entered Indonesia called the Gig Economy, which means the rise of part-time recruits by companies. Part-time workers also give benefits to companies, such as cutting recruitment costs, salaries, allowance, and the ideas that part-timer has also tend to be fresher and balanced with ability. Part-time workers work less time, so it causes an imbalance or the salary they receive is not big enough. But they are also a part of the company, so the importance of their performance is also a consideration for the company's success.

This study aimed to analyze the effect of Perceived Organizational Support (POS), Extrinsic Work Values (EWV), Intrinsic Work Values (IWV), Emotional Exhaustion (EE), Cynicism (C), and Reduced Professional Support (RPE) on Job Performance (JP) through Organizational Citizenship Behavior (OCB) Part Time Worker in Surabaya. The sample is part-time, aged 18-25 years, student status, and has worked for at least 6 months. This study used 57 respondents and SPSS to process data.

It was found that POS has an effect on OCB with a regression coefficient of 0.320, EWV has an effect on OCB with a regression coefficient of 0.270, IWV has an effect on OCB with a regression coefficient of 0.245, EE has an effect on OCB with a regression coefficient of -0.248, C has an effect on OCB with a regression coefficient of -0.255, RPE has an effect on OCB with a regression coefficient of -0.519, OCB has an effect on JP with a regression coefficient of 0.289.

Reference: 103 (1981-2019)