

The Mediating Role of Quality of Work Life Between Psychological Capital and Organizational Commitment

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Abstract

Nowadays, commitment toward organization which called organizational commitment to remain and contribute to the organization become more challenging for companies Meyer and Allen noted that definitions of commitment is a psychological state that characterizes the employee relationship with the organization, and has implication for the decision to continue membership in the organization (Meyer & Allen, 1991). The commitment can be influenced by several factors, including individual factors and organizational factors . The aim of this study is to explore the effect among psychological capital (hope, optimism, self efficacy, dan resilience) as part of individual factor and quality of work life(work condition, personal development, coworker, workbalance, jobcharacteristic, work balance, work culture, pay and benefit, supervisory, social relevance of employer, dan promotion) as part of organizational factor. The method of data collection was conducted by distributing questionnaires to 518 respondents. Only 129 respondents meet the criteria and fulfill the questionnaire. The technique of data analysis used in this study was regression analysis and mediating test to examine the hypotheses using SPSS 17.0. The results of this study indicate that quality of work life partially mediate the effect between psychological capital and organizational commitment.

Keywords: psychological capital, quality of work life, organizational commitment.