

## **Organizational Identification as A Mediator in Relationships Between Perceived Organizational Support and Organizational Commitment**

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### **Abstract**

This research examines how organizational identification (OID) contributes as a mediator in relationships between perceived organizational support (POS) and organizational commitment (OC). Relationship between POS and OC mostly studied in *social exchange perspective* and rarely in *social identity perspective*. POS refers to the degree to which employees believe that their organization values their contributions and cares about their well-being and fulfills their socio-emotional needs. OID is a psychological state that characterises the employee's relationship with the organisation, and has implications for the decision to continue membership in the organization. OC is defined as a psychological linkage between the individual and the organization whereby the individual feels a deep, self-defining affective and cognitive bond with the organization as a social entity. Using a sample of 121 travel consultant from a tour & travel company, the model is examined. Multiple regression analysis shows that the relationships between POS and OC is fully mediated by OID.

Keywords: Organizational Identification, Perceived Organizational Support, Organizational Commitment