

**PENGARUH ANTESEDEN *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) TERHADAP KOMITMEN ORGANISASIONAL  
(STUDI KASUS PADA DOSEN TETAP UNIVERSITAS BAKRIE)**

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**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh anteseden *perceived organizational support* yaitu *organizational rewards*, kompensasi, *training*, dukungan atasan, dan penilaian kinerja terhadap komitmen organisasional studi kasus pada dosen tetap Universitas Bakrie. Penelitian ini menggunakan data primer dengan menyebarkan kuesioner kepada 33 responden ditambah beberapa responden wawancara. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif variabel *organizational rewards* (Sig.t 0,008 <  $\alpha = 0,05$ ) dan dukungan atasan (Sig.t 0,022 <  $\alpha = 0,05$ ) yang signifikan secara parsial terhadap komitmen organisasional dosen tetap Universitas Bakrie. Sementara itu, kompensasi (Sig.t 0,444 >  $\alpha = 0,05$ ) secara parsial tidak berpengaruh terhadap komitmen organisasional. *Training* (Sig.t 0,411 >  $\alpha = 0,05$ ) tidak berpengaruh terhadap komitmen organisasional. Penilaian kinerja (Sig.t 0,344 >  $\alpha = 0,05$ ) tidak berpengaruh terhadap komitmen organisasional. Terdapat pengaruh yang signifikan pada variabel *organizational rewards*, kompensasi, *training*, dukungan atasan, dan penilaian kinerja secara simultan (Sig.F 0,001 <  $\alpha = 0,05$ ) terhadap komitmen organisasional. Penulis menyarankan peneliti selanjutnya untuk memperluas sampel penelitian serta meneliti lebih lanjut dengan mempertimbangkan variabel lain yang tidak diteliti dalam penelitian ini sebagai anteseden *perceived organizational support* seperti *working condition* dan gaya kepemimpinan. Bagi organisasi, penulis menyarankan untuk menambah ragam komponen *organizational rewards*, meningkatkan efektivitas pelaksanaan *training*, dan mengembangkan sistem penilaian kinerja.

**Kata kunci:** *Organizational rewards*, kompensasi, *training*, dukungan atasan, penilaian kinerja, komitmen organisasional.

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**THE EFFECT OF ANTECEDENTS OF PERCEIVED  
ORGANIZATIONAL SUPPORT (POS) TOWARDS ORGANIZATIONAL  
COMMITMENT  
(CASE STUDY IN BAKRIE UNIVERSITY'S  
FULL-TIME LECTURERS)**

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**ABSTRACT**

This research aims to analyze the effects of antecedents of perceived organizational support such as organizational rewards, compensation, training, supervisory support, and performance appraisal towards organizational commitment of Bakrie University's full-time lecturers. This research uses primary data by distributing the questionnaires to 33 respondents of questionnaire and several respondents of interview. Results of this research indicate that there is a significant effect of organizational rewards (Sig.t 0,008  $< \alpha = 0,05$ ) and supervisory support (Sig.t 0,022  $< \alpha = 0,05$ ) partially towards organizational commitment of Bakrie University's full-time lecturer. Meanwhile, compensation (Sig.t 0,444  $> \alpha = 0,05$ ) partially does not have effect towards organizational commitment. Training (Sig.t 0,411  $> \alpha = 0,05$ ) partially does not have effect towards organizational commitment. *Performance appraisal* (Sig.t 0,344  $> \alpha = 0,05$ ) does not have effect towards organizational commitment. There is a significant effect of organizational rewards, compensation, training, supervisory support, and performance appraisal simultaneously (Sig.F 0,001  $< \alpha = 0,05$ ) towards organizational commitment. The author suggests further research to enlarge the sample of the research and consider other variables that are not involved as the antecedents of perceived organizational support in this research such as working condition and leadership style. For the organization, it is suggested that the organization add to the variety of organizational rewards, enhance the effectiveness of training, and develop a performance appraisal.

**Keywords:** Organizational rewards, compensation, training, supervisory support, performance appraisal, organizational commitment.

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