

**KOMITMEN AFEKTIF SEBAGAI MEDIATOR DALAM HUBUNGAN
ANTARA PERSEPSI TERHADAP DUKUNGAN ORGANISASI (POS)
DAN SAFETY BEHAVIOR PADA KARYAWAN OPERASIONAL PT.
PUSRI PALEMBANG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui peran komitmen afektif sebagai mediator dalam hubungan antara persepsi terhadap dukungan organisasi (POS) dan *safety behavior*. Hipotesis yang diajukan dalam penelitian ini adalah komitmen afektif memediasi hubungan antara persepsi terhadap dukungan organisasi (POS) dan *safety behavior*. Penelitian ini menggunakan aplikasi SPSS 16.0 untuk mengetahui peran mediator. Subjek penelitian ini adalah 100 karyawan operasional pabrik IV di PT. Pusri Palembang. Alat ukur yang digunakan dalam penelitian ini berupa skala adaptasi POS, komitmen afektif, dan *safety behavior*. Ketiga skala ini diujicobakan pada 30 karyawan operasional bagian Urea dan Utilitas Pabrik III di PT. Pusri Palembang. Skala POS memiliki nilai *alpha cronbach* sebesar 0.856, skala komitmen afektif memiliki nilai *alpha cronbach* sebesar 0.847. Kemudian, skala *safety behavior* memiliki nilai *alpha cronbach* sebesar 0.91 untuk komponen *safety compliance* dan 0.868 untuk komponen *safety participation*. Hasil penelitian menunjukkan bahwa komitmen afektif berperan memediasi secara sempurna (*full mediation*) hubungan antara POS dan *safety behavior*. Persamaan regresi penelitian diketahui $Y = 10.641 + 0.186 X_1 + 0.246 X_2$ dengan signifikansi 0.051. Artinya, karyawan yang memandang positif terhadap dukungan organisasi akan memunculkan komitmen afektif, sehingga subjek cenderung mendorong untuk melakukan *safety behavior*.

Kata kunci: Persepsi terhadap dukungan organisasi (POS), Komitmen Afektif,
Safety behavior

**AFFECTIVE COMMITMENT AS A MEDIATOR IN RELATIONSHIP
BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT (POS) AND
SAFETY BEHAVIOR TO OPERATIONAL EMPLOYEES OF PUSRI INC.
COMPANY IN PALEMBANG**

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ABSTRACT

This study investigated the affective commitment as a mediator on the relationship between Perceived Organizational Support (POS) and safety behavior. Hypothesis for this research is the affective commitment as a mediator on the relationship between Perceived Organizational Support (POS) and safety behavior. This study used SPSS 16.0 version to test the hypothesis. The correspondents were from 100 operational division employees in fourth industry of PT. Pusri Palembang. The measurement used in this research were POS scale, affective commitment, and safety behavior. Three scales were used to test 30 operational employees of Urea division and the utility of third industry at PT. Pusri Palembang. The scale of POS has 0.856 in alpha cronbach, 0.847 of alpha cronbach in affective commitment, 0.91 of alpha cronbach in safety compliance and 0.868 for safety participation. The result showed that affective commitment mediates perfectly (full mediation) in the relationship of POS and safety behavior. The regression analysis used in this research is $Y = 10.641 + 0.186 X1 + 0.246 X2$ with significant 0.051 which means that employee relates positively to his/her organization, it can influence the appearance of affective commitment, so that employee who has affective commitment tends to do the safety behavior.

*Keywords: Perceived Organizational Support (POS), affective commitment,
Safety behavior*