

INTISARI

Penelitian ini bertujuan untuk menganalisis peran mediasi komitmen afektif pada pengaruh persepsi dukungan organisasi dan keadilan prosedural terhadap kinerja. Responden dalam penelitian ini adalah Pegawai Negeri Sipil pada Badan Pusat Statistik Provinsi dan Kabupaten Daerah Istimewa Yogyakarta. Sampel yang digunakan berjumlah 188 responden yang diambil dengan teknik *purposive sampling*. Teknik analisis data menggunakan metode *Structural Equation Modelling (SEM)* dengan *software Analysis Moment of Structural (AMOS) 24.0*.

Penelitian ini menemukan bahwa persepsi dukungan organisasi dan keadilan prosedural tidak berpengaruh signifikan secara langsung terhadap kinerja Pegawai Negeri Sipil BPS Provinsi dan Kabupaten DIY. Penelitian ini juga menunjukkan bahwa persepsi dukungan organisasi dan keadilan prosedural berpengaruh signifikan terhadap komitmen afektif. Berdasarkan hasil penelitian, komitmen afektif juga memberikan pengaruh yang signifikan terhadap kinerja pegawai dan komitmen afektif dapat memediasi pengaruh persepsi dukungan organisasi dan keadilan prosedural terhadap kinerja pegawai.

Kata kunci: Persepsi dukungan organisasi, Keadilan Prosedural, Komitmen Afektif, Kinerja.

ABSTRACT

This study aims to analyze the mediating role of affective commitment on the effect of perceptions of organizational support and procedural justice on job performance. Respondents in this study are Civil Servants at the BPS Statistics of the Province and the Special Region of Yogyakarta. The sample used was 188 selected using purposive sampling technique. Data was analyzed using the Structural Equation Modeling (SEM) method with Analysis Moment of Structural (AMOS) 24.0 software.

This study found that perceived organizational support and procedural justice has no significant direct effect on the job performance of Civil Servants at the BPS Statistics of the Province and the Special Region of Yogyakarta. This research also shows that perceived organizational support and procedural justice have a significant effect on affective commitment and there is a significant effect between affective commitment on job performance. The finding of this research show that affective commitment able to mediate perceived organizational support and procedural justice on job performance.

Keywords: *Perceived organizational support, Procedural justice, Affective Commitment, Job Performance.*