

ABSTRAK

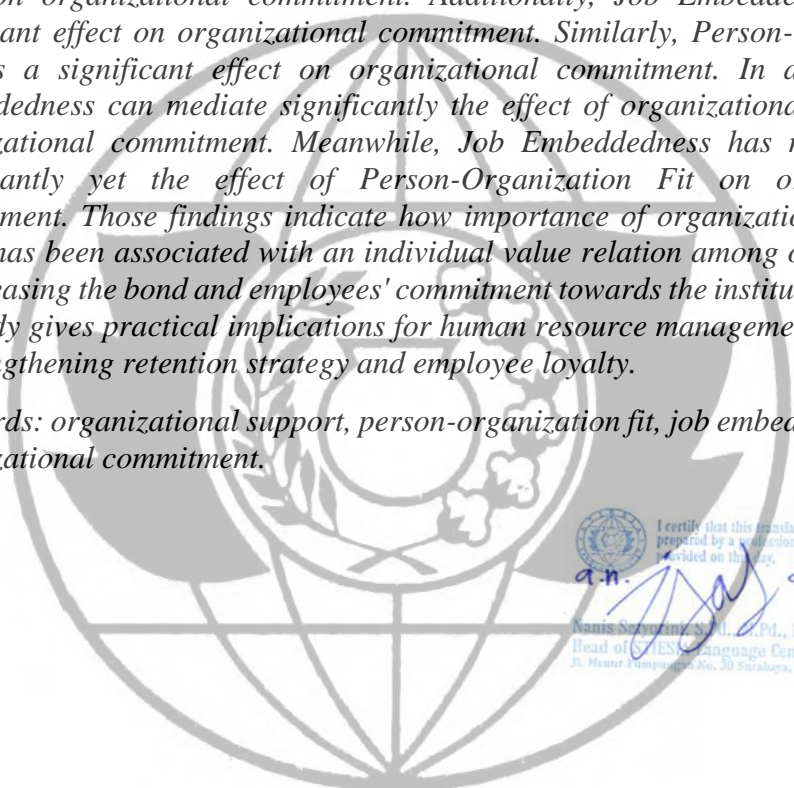
Penelitian ini bertujuan untuk menganalisis pengaruh Dukungan Organisasi dan *Person-Organization Fit* terhadap Komitmen Organisasional dengan *Job Embeddedness* sebagai variabel mediasi pada Karyawan PT. Kereta Api Indonesia (Persero) Daop 8 Surabaya. Pendekatan kuantitatif digunakan dalam penelitian ini, dengan penyebaran kuesioner kepada 56 responden sebagai sampel. Teknik analisis data yang digunakan adalah *Structural Equation Modeling* (SEM) berbasis *Partial Least Square* (PLS) melalui perangkat lunak SmartPLS 3.0. Hasil penelitian menunjukkan bahwa Dukungan Organisasi Berpengaruh Signifikan Terhadap *Job Embeddedness*, Dukungan Organisasi Berpengaruh Positif Namun Tidak Signifikan Terhadap Komitmen Organisasional, *Job Embeddedness* Berpengaruh Signifikan Terhadap Komitmen Organisasional, *Person Organization-Fit* Berpengaruh Signifikan Terhadap *Job Embeddedness*, *Person Organization-Fit* Berpengaruh Signifikan Terhadap Terhadap Komitmen Organisasional. Selain itu, *Job Embeddedness* terbukti mampu memediasi secara signifikan pengaruh antara Dukungan Organisasi terhadap Komitmen Organisasional. Namun, *Job Embeddedness* belum mampu memediasi secara signifikan pengaruh *Person-Organization Fit* terhadap Komitmen Organisasional. Temuan ini mengindikasikan pentingnya dukungan organisasi yang dirasakan dan kesesuaian nilai individu dengan organisasi dalam meningkatkan keterikatan dan komitmen pegawai terhadap instansi. Penelitian ini memberikan implikasi praktis bagi pengelolaan sumber daya manusia, khususnya dalam memperkuat strategi retensi dan loyalitas pegawai.

Kata kunci: Dukungan Organisasi, *Person-Organization Fit*, *Job Embeddedness*, Komitmen Organisasional.

ABSTRACT

This research analyzes the effect of organizational support and Person Organization Fit on organizational commitment, with Job Embeddedness as a mediating variable among employees of PT. Kereta Api Indonesia (Persero) Daop 8 Surabaya. Furthermore, the research applies quantitatively with a questionnaire as the instrument. The questionnaires were distributed to 56 respondents as the sample. Moreover, the data analysis technique used was Structural Equation Modelling (SEM) based on Partial Least Squares (PLS) with SmartPLS 3.0. The result shows that organizational support has a significant effect on Job Embeddedness. However, organizational support has a positive but insignificant effect on organizational commitment. Additionally, Job Embeddedness has a significant effect on organizational commitment. Similarly, Person-Organization Fit has a significant effect on organizational commitment. In addition, Job Embeddedness can mediate significantly the effect of organizational support on organizational commitment. Meanwhile, Job Embeddedness has not mediated significantly yet the effect of Person-Organization Fit on organizational commitment. Those findings indicate how importance of organizational support, which has been associated with an individual value relation among organizations in increasing the bond and employees' commitment towards the institution. Besides, the study gives practical implications for human resource management, especially in strengthening retention strategy and employee loyalty.

Keywords: organizational support, person-organization fit, job embeddedness, and organizational commitment.



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