

THE MODEL OF SOCIAL SUPPORT AS MODERATOR AGAINST EFFECT ORGANIZATIONAL POLITICAL AND ORGANIZATIONAL COMMITMENT (INVESTIGATION AT PUBLIC ORGANIZATION IN ACEH)

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ABSTRACT

Organizational commitment and organizational politics are not something new in the discussion of organizational behavior. But it often causes phenomena within the organization. This time I try to investigate social support as a moderator in organizational political phenomena and organizational commitment. A sample of 117 respondents was randomly assigned to public organizations dealing with education in the Aceh Government. Data were analyzed using multiple regression and Moderated Hierarchical Regression Analysis (MRA). The results found that there was a positive influence between organizational politics on organizational commitment. Social support does not play a role as a moderator in this relationship. Finally, the implications of this research for organizational life and practice are considered.

Keywords: Organizational commitment, organizational politics, and social support.