

PERAN PEMENUHAN KONTRAK PSIKOLOGIS DALAM MEMEDIASI PENGARUH MOTIVASI BERPRESTASI DAN KOMITMEN ORGANISASI TERHADAP KINERJA PEGAWAI

by Dr. Sunarta, S.E., M.M., M.Pd., Wardana, S.E., M.Pd., Barida Rakhma Nuranti, M.M.

ABSTRACT

This study aims to examine the effects of achievement motivation and organizational commitment on performance, as well as examine the role of psychological contract fulfillment in mediating the effects of achievement motivation and organizational commitment on performance. This study uses a quantitative approach through a survey research design. The primary research data sources are questionnaires distributed to civil servants in the Regional Government of Kulonprogo Regency, Special Region of Yogyakarta. The data are analyzed using Partial Least Square (PLS) based on Structural Equation Modeling (SEM). The results show that achievement motivation directly affects employee performance. At the same time, organizational commitment has not directly affected employee performance, but through the mediating role of psychological contract fulfillment. This study also shows that organizational commitment affects a psychological contract.

This study has limitations: (i) the performance measurement uses self-reports, i.e., the performance assessment evaluated by the employees themselves; (ii) this study uses a survey approach with a cross-sectional design whose weakness is in terms of time, so future studies should consider the technological development and changes in the economic, social, and cultural environment.

The managerial implication of this study is that leaders at the top and managerial levels should always provide opportunities for employees and encourage them to excel. It is because achievement motivation will encourage employees to contribute and perform better at the individual and organizational levels. Organizational commitment through informal relationships, such as psychological contracts, provides autonomy and increases employee performance. Much literature shows that placing the role of psychological contracts in mediating the effect of achievement motivation and organizational commitment on employee performance is still a gap.

Kata Kunci: *Achievement motivation, organizational commitment, psychological contract fulfillment, employee performance.*