

ABSTRACT

THE INFLUENCE OF BUDGETARY PARTICIPATION TOWARD JOB PERFORMANCE IN PUBLIC SECTOR ORGANIZATION WITH PSYCHOLOGICAL CAPITAL AND COMMITMENT OF ORGANIZATION AS MEDIATING VARIABLES

By

MEI RISKY ARISTAMA

The research aims to examine the budgetary participation toward job performance in public sector organization. It also attempts to examine whether psychological capital and organization commitment mediate the budgetary participation and job performance of public organization.

Researcher used purposive sampling and obtained 58 respondents from 10 SKPD Lampung Tengah and Pesawaran Regencies. This research uses primary data which is collected by distributing questionnaires. Data was tested by several methods such as the validity and reliability test, continued by classical assumption test, then followed by hypothesis test with a regression analysis. Meanwhile, pathway analysis was conducted to determine the effect of mediating variables. Statistical test of this research used SPSS version 21 for windows.

The analysis result indicates that budgetary participation directly influence job performance of public organization. Psychological capital mediates the relationship between budgetary participation and performance of local government officials. However, organizational commitment does not mediate.

Keywords: Budgetary participation, job performance, psychological capital, organization commitment, commitment oorganization.