

PERCEIVED ORGANIZATIONAL SUPPORT SEBAGAI FAKTOR PEMBENTUK ORGANIZATIONAL COMMITMENT: SYSTEMATIC LITERATURE REVIEW

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Abstract

This literature study aims to systematically analyze the effect of Perceived Organizational Support (POS) on Organizational Commitment (OC) in response to the issue of low employee loyalty and attachment in various organizations. The study's background stems from the curcial role of organizational support in shaping sustainable employee attitude ad work behaviors. The novelty of this study lies in presenting a comprehensive synthesis based on a Systematic Literature Review (SLR) that specifically maps the relationship pattern between POS and OC. The method used is an SLR by searching scientific articles through the Garuda database using the keywords "Perceived Orgaizatioal Support" and "Organizatioal Commitmet." The selection process was conducted through inclusion and exclusion criteria, resulting in 15 relevant articles published between 2021 and 2025. The data were analyzed through coding, variable classification, and narrative synthesis of the research findings. The results show that POS consistently has a positive and significant effect on OC, both directly and indirectly through mediating variables such as job satisfaction, performance, and work engagement. This study concludes that strengthening employees' perceptions of organizational support is a crucial strategy for increasing organizational commitment and employee loyalty, and these findings can serve as a strong empirical foundation for future research and managerial decision-making in the field of human resource management.

Keywords: Perceived Organizational Support, Organizational commitment

JEL: Systematic Literature Review

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