

The Influence of Organizational Climate Support on Psychological Well-Being and Employee Loyalty with Psychological Capital as Mediating Variables

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ABSTRACT

This research aims to analyze the influence of organizational climate support on psychological well-being and employee loyalty with psychological capital as a mediating variable at the National Narcotics Agency of West Sumatra Province. The population of this research is employees The National Narcotics Agency of West Sumatra Province, with a sample size of 117 respondents. The analysis technique used in this research is path analysis. The results of research can be concluded that organizational climate support, psychological capital, psychological well-being has a positive and significant effect on employee loyalty.

Keywords: Support organizational climate, Psychological well-being, Psychological capital, Employee loyalty.

1. INTRODUCTION

Employee loyalty is a psychological condition and describe the relationship between employees and the organization they work for and which has implications for their decision to stay with the organization. Further According to [1], employee loyalty as a complement to the organization which can be well-thought-of as an emotional backlash, principally when an employee strongly assure in goals concert with organizational values and has a robust desire to stay in the organization.

Employee loyalty is an important aspect that must be considered by the organization, because with loyalty, employees will have more empathy for the organization. Employees with high loyalty will find it easier to cooperate with the organization, so that employees are able to work in accordance with existing standards in the organization. Conversely, low employee loyalty to the organization will lead to attitudes and behaviors that are contrary to organizational goals, such as absence of employee morale, high levels of absenteeism and tardiness, low work discipline, decreased work performance and even the employee returns to the parent agency.

There are many reasons why employees remain loyal to the organization they work for, such as having pleasant colleagues, leaders who are democratic, organizational rules that are not too restrictive and not confusing, the amount of experience gained while working, a pleasant working atmosphere, facilities satisfactory or because the organization rewards the work of employees.

One of the factors that encourage employee loyalty is due to the employee's welfare which the organization always pays attention to. Organizations and employees essentially need each other, employees are organizational assets because without human resources the organization will not be able to run, so employees cannot support their welfare without having an organization as a place to earn a living as well as the implementation of their own disciplines.

Therefore, employees must pay attention to their welfare, not only be required by their obligations with various kinds of workloads, as well as employees who do not only demand their rights but their work and responsibilities as employees are not completed. Employees in an organization are a very important resource for the achievement of organizational goals. Fundamental problems are often faced in organizations,

in the organization a superior must respond to the needs and desires of employees so that in the organization a condition is created where employee welfare is guaranteed.

The factor that encourages employee loyalty is psychological well-being. This is supported by [2] which states that psychological well-being has a significant and positive effect on employee loyalty. Psychological well-being represents the physical, mental and emotional health aspects of employees, acting synergistically to influence the individual in a complex manner. There is no general agreement about the best indicators of psychological well-being and the many types of psychological well-being that have consequences for organizations [3].

Psychological well-being and employee loyalty can be influenced by Psychological Capital. Psychological capital work is the result of views that arise because of the organization's need for qualified employees. Organizations have a variety of requirements and needs for employees so that organizations are competing to find employees who have good individual qualities [4]. This is reinforced by the assumption that existing organizations do not see the potential and human resources as a whole but only see qualified employees [5].

Based on research conducted by [6] [7] state the psychological capital has a significant and positive effect on psychological well-being. Further according to [8] [9] psychological capital has a significant and positive effect on Employee Loyalty. In line with [10] employee loyalty is determined by: for example, whether the employer pays attention to employees' interests, pays attention to their career paths, and provides opportunities to improve employee welfare.

Another factor that affects employee loyalty is organizational climate support. Organizational climate support is an individual perception of work environment. Organizational climate is the result of interactions between organizations and the environment [11]. Organizational climate support is an important construct in work and organizational rules, which provides a suitable context for studying organizational behavior, which allows to explore the behavior of individuals and groups [12].

[8] which states that organizational climate support has a positive and significant effect on psychological well-being and employee loyalty, both directly and mediated by psychological capital. Psychological capital as a mediating variable between organizational climate support and psychological well-being and employee loyalty. This is reinforced by research by [8] which states that organizational climate support has a positive and significant effect on psychological well-being, both directly and mediated by psychological capital. In line

with [10] employee loyalty is determined by, for example, whether superiors pay attention to employee interests, pay attention to their career path, and provide opportunities to improve employee welfare.

From this description, researchers are interested and need to conduct research in a thesis entitled "The Effect of Organizational Climate Support on Psychological Welfare and Employee Loyalty with Psychological Capital as Mediator at the National Narcotics Agency of West Sumatra Province.

2. METHOD

This type of research used in this research is descriptive causative research. This study aims to explain the influence of organizational climate support on psychological well-being and employee loyalty with psychological capital as a mediator at the National Narcotics Agency of West Sumatra Province. the population of this research is employees The National Narcotics Agency of West Sumatra Province, with a sample size of 117 respondents. The sampling method used for this study was proportional random sampling. The analysis used is path analysis.

3. RESULTS AND DISCUSSION

Path analysis is used to determine the causal relationship, with the aim of explaining the direct effect and indirect effect of a set of variables. In line with the research objectives, namely to determine the effect of exogenous variables (organizational climate support and psychological capital) on endogenous variables (psychological well-being and employee loyalty) either directly or indirectly through other exogenous variables (intermediate variables).

In the first sub-structure analysis, the influence of organizational climate support on psychological capital, psychological well-being and employee loyalty will be seen. The results of data analysis on sub structure 1 of path analysis can be seen in the table as follows.

Table 1. Substructure path analysis results 1

No.	Variable	Path coefficient	Sig.
1	Organizational Climate Support (X)	0.263	0.012
2	Psychological Capital (M)	0.377	0,000
3	Psychological Well-Being (Y1)	0.227	0.024

Dependent Variable = Employee Loyalty (Y2)

Based on data analysis in table 1, it is known that the path coefficient of organizational climate support on employee loyalty (PY2X) is 0.263 in sig. 0.012 and the path coefficient of psychological capital on employee loyalty (PY2M) of 0.377 at sig 0.000, then the path coefficient of psychological well-being on employee loyalty (PY2Y1) is 0.227 at sig 0.024. If the value is significant compared to the error rate used ($\alpha = 0.05$), it is evident that the significance value is smaller than the error rate used and together the support variables of organizational climate, psychological capital, and psychological well-being have a positive and significant effect on loyalty employees.

In the second sub-structure analysis, the influence of organizational climate support and psychological capital is analyzed on the psychological well-being of the employees of the National Narcotics Agency of West Sumatra Province. The results of data analysis on this second sub structure are as follows

Table 2. Substructure path analysis results 2

No.	Variable	Path coefficient	Sig.
1	Organizational Climate Support (X)	0.497	0,000
2	Psychological Capital (M)	0.167	0.048
R Square = 0.346 F-test = 30.133 with sig = 0.000			

Dependent: Psychological Well being

Based on the results of data analysis for pathway sub structure 2 as shown in table 2 it can be interpreted as follows: Coefficient of influence of organizational climate support on psychological well-being (Py1x) =

0.497 which is positive, with a significance value of 0.000. This shows that there is a positive and significant influence of organizational climate support on psychological well-being. The coefficient of the influence of psychological capital on psychological well-being (Py1M) = 0.167 which is positive, with a significance value of 0.048. This shows that there is a positive and significant effect of psychological capital on psychological well-being

In the third sub-structure analysis, the influence of organizational climate support is analyzed on the psychological capital of the employees of the National Narcotics Agency of West Sumatra Province. The results of data analysis on this second sub-structure are as follows:

Table 3. Results of sub structure path analysis 3

No.	Variable	Path coefficient	Sig.
1	Organizational Climate Support (X)	0.425	0,000
R Square = 0.181 F-test = 25.334 with sig = 0.000			

Based on the results of data analysis for pathway sub structure 3 as shown in table 3, it can be interpreted that the coefficient of the influence of organizational climate support on psychological capital (PMX) = 0.425 which is positive, with a significance value of 0.000. This shows that there is a positive and significant influence of organizational climate support on psychological capital.

The amount of influence from one variable to another, both directly and indirectly, can be seen in table below.

Table 4. Recapitulation of the effect of exogenous variables on endogenous variables

No.	Information	Direct Effect (%)	Indirect Effect (%)	Total (%)
1	The amount of influence X directly affects Y2	6.9		
2	The amount of influence X directly affects Y1	24.7		
3	The amount of influence of X on M directly	18		
4	The magnitude of the influence of X on Y1 through M		3.5	
5	The magnitude of the influence of X on Y2 through M		4,2	
6	The magnitude of the influence of X on Y2 through Y1		2.9	
7	The total effect of X on Y			60.2
8	The magnitude of the direct influence of M on Y1	2.7		
9	The magnitude of the direct influence of M on Y2	14		
10	The magnitude of M's influence on Y2 through Y1		1.4	
11	The total effect of M on Y			18.1
12	The magnitude of the direct influence of Y1 on Y2	5		
13	The total effect of M on Y			5
14	The total effect of exogenous variables on endogenous	71.3	12	83.3
15	The influence of other variables			16.7
	total			100

Based on table 4, it can be concluded that there are still many other variables that can affect employee loyalty in addition to the organizational climate support variables, psychological capital and psychological well-being, therefore it is suggested to further researchers to examine other variables that affect employee loyalty.

4. CONCLUSIONS

Based on the results of research conducted on the employees of the National Narcotics Agency of West Sumatra Province, it can be concluded that: (1) organizational climate support has a positive and significant effect on psychological well-being and employee loyalty to employees of the National Narcotics Agency of West Sumatra Province, (2) psychological capital affects positive and significant impact on psychological well-being and loyalty of employees of the National Narcotics Agency of West Sumatra Province, (3) psychological well-being has a positive and significant effect on employee loyalty of the National Narcotics Agency of West Sumatra Province and (4) organizational climate support has a positive and significant effect on psychological well-being and loyalty. employees through the psychological capital of the employees of the West Sumatra National Narcotics Agency.

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