



ISSN 2541-450X (online)
ISSN 0854-2880 (print)

INDIGENOUS

JURNAL ILMIAH PSIKOLOGI d.h. KOGNISI

<http://journals.ums.ac.id/index.php/indigenous> email: jurnal.indigenous@ums.ac.id

COPYRIGHT TRANSFER FORM

(Please Compile This Form, Sign and Send By E-mail)

Please complete and sign this form and send it back to us with the final version of your manuscript. It is required to obtain a written confirmation from authors in order to acquire copyrights for papers published by Indigenous: Jurnal Ilmiah Psikologi.

Full Name and Surname	Susatyo Yuwono
Title	Prof. • Assoc.Prof. • Asst.Prof. • Dr. • Mr. <input checked="" type="checkbox"/> Ms. •
Organisation	Universitas Muhammadiyah Surakarta
Address	Jl Ahmad Yani PO Box 1 Pabelan Kartasura
Postal code	57162
City	Surakarta
Country	Indonesia
Telephone	+6285803766995
Fax	+62271715448
E-mail	sy240@ums.ac.id
Paper Title	Organizational Support and Job Satisfaction: Meta-Analysis Study
Authors	Susatyo Yuwono
Paper Pages	11

Copyright Transfer Statement

The copyright to this article is transferred to Indigenous: Jurnal Ilmiah Psikologi if and when the article is accepted for publication. The undersigned hereby transfers any and all rights in and to the paper including without limitation all copyrights to Indigenous: Jurnal Ilmiah Psikologi. The undersigned hereby represents and warrants that the paper is original and that he/she is the author of the paper, except for material that is clearly identified as to its original source, with permission notices from the copyright owners where required. The undersigned represents that he/she has the power and authority to make and execute this assignment.

We declare that:

1. This paper has not been published in the same form elsewhere.
2. It will not be submitted anywhere else for publication prior to acceptance/rejection by this Journal.
3. A copyright permission is obtained for materials published elsewhere and which require this permission for reproduction.

Furthermore, I/We hereby transfer the unlimited rights of publication of the above mentioned paper in whole to Indigenous: Jurnal Ilmiah Psikologi. The copyright transfer covers the exclusive right to reproduce and distribute the article, including reprints, translations, photographic reproductions, microform, electronic form (offline, online) or any other reproductions of similar nature.

The corresponding author signs for and accepts responsibility for releasing this material on behalf of any and all co-authors. This agreement is to be signed by at least one of the authors who have obtained the assent of the co-author(s) where applicable. After submission of this agreement signed by the corresponding author, changes of authorship or in the order of the authors listed will not be accepted.

Yours Sincerely,

Corresponding Author's Full Name : Susatyo Yuwono

Signature

Date 3-4-2021

ORGANIZATIONAL SUPPORT AND JOB SATISFACTION: META-ANALYSIS STUDY-2

by Susatyo Yuwono

Submission date: 03-Apr-2021 06:48PM (UTC+0700)

Submission ID: 1549561514

File name: meta-dukkungan_kepuasan-UTM_2020.docx (67.49K)

Word count: 3730

Character count: 19546

ORGANIZATIONAL SUPPORT AND JOB SATISFACTION: META-ANALYSIS STUDY

Susatyo Yuwono ¹

¹⁰

¹Faculty of Psychology , Universitas Muhammadiyah Surakarta
Jl. Ahmad Yani PO Box 1 Pabelan, Kartasura 57162

sy240@ums.ac.id

Abstract

¹ This study aims to determine the relationship between organizational support and job satisfaction. Using the meta-analysis approach, the hypothesis is proposed that there is a relationship between organizational support and job satisfaction. Previous studies used 19 articles containing 22 research results that have F, t, d, and r values. The total sample obtained was 11,257 samples with various backgrounds. The analysis shows that there is a relationship between organizational support and job satisfaction, with correlation of population is 0.57, with correlation variance of population is 0.00932 and SD = 0.10104.

Keywords: organizational support, job satisfaction, meta-analysis

INTRODUCTION

Job satisfaction as one of the key factors of work performance has been agreed by many researchers (Kim & Back, 2012). The results of a meta-analysis of 70 journal articles with a total sample of 12,192 by Iaffaldano & Muchinsky (1985) showed a correlation between job satisfaction and job performance by 0.146. Although overall the correlation rate is small, there are 28 articles that have a correlation number above 0.30, there are even 2 studies of which have a correlation of 0.69 and 0.72.

Job satisfaction is the emotional condition and affection of employees in response to some specific aspects of their work (Kreitner & Kinicki, 1992). O'Reills states that that job satisfaction is the result of an individual's cognitive process of work, which includes perceptions of work and perceptions of conformity between organizations and themselves (Kim & Back, 2012).

Theory of Social Information Processing stated that work attitudes and behavior are influenced by their social environment (Fritzsche & Parrish, 2005). Thus, how individuals process information, signs and symbols received will affect work behavior. One social element of individuals in the workplace is the organization, which has various variables in it, including organizational support. Abraham states that organizational support, organizational climate, and self-efficacy are factors that influence job satisfaction (Kim & Back, 2012).

Job satisfaction according to Spector (1985) has nine aspects, namely social security, communication, bonus, work itself, workplace conditions, salary, promotion, supervision, and work colleagues. Hackman & Oldham (1976) mentions five dimensions keep u a san work, that diversity of skills, task identity, task significance, autonomy, and feedback. Camman, Fichman, Jenkins & Klesh in 1979 developed a scale called the Michigan Organizational Assessment Questionnaire that measures job satisfaction consisting of 3 items. These three items include dislike of work, satisfaction with work, and preference for the workplace (Johnson,

2004). Brayfield & Rothe (1951) mention five indicators of job satisfaction, namely the job itself, wages, promotion opportunities, supervision, and work colleagues. The same dimensions as Brayfield & Rothe are also mentioned by Price & Mueller (1981).

Reciprocity theory states that employees will pay their organizations for the support they have received through attention and care for the organization and bring out the best performance (Kim & Back, 2012). Eisenberger, Huntington, Hutchison & Sowa (1986) state that high organizational support for employees will bring positive results for both the organization itself and its employees. Strong organizational support will meet the socio-emotional needs of employees and encourage them to bring up positive work attitudes, including job satisfaction.

Organizational support according to Eisenberger et al (1986) has four aspects namely appreciation, assessment, development, and involvement. Giving awards for the achievement of the work, especially if there are exceeding the target set. The assessment is carried out as an effort to provide fair and balanced treatment to all employees. The results of the assessment will be one of the references in the individual development process carried out by the organization. Individuals are also given the opportunity to take a role in the running of the organization through involvement in absorption of aspirations and decision making.

The variety of approaches taken to job satisfaction is different from the uniform approach used for organizational support. Fields (2002) states that all approaches to job satisfaction have a level of strength of indicators and items that have been tested for validity and reliability. In this regard, this study aims to determine the relationship between organizational support and job satisfaction. The hypothesis developed is that there is a relationship between organizational support and job satisfaction. To test this hypothesis, this study uses a meta-analysis method to integrate various studies that have been conducted on these two variables.

METHOD

Literature Search

Articles that fit this research theme were obtained through online access to several scientific journal provider sites, including EBSCO, ProQuest, Science Direct, Taylor & Francis, Wiley, and Sage Publication. The keywords used to look for related journals are *job satisfaction* and *perceived organizational support*. All of the findings are then selected according to the appropriate criteria for the meta-analysis process to be carried out.

Article Criteria

¹⁶ The article criteria for this research are articles that *perceived organizational support* as an independent variable and *job satisfaction* as the dependent variable. Research conducted in the article also has statistical data in the form of mean values, standard deviations, r values, or F values.

The search resulted in 19 articles that met the criteria, there were 22 research results in the 19 articles. One study has an F value and the other 21 have a correlation coefficient (r). The existing F value is then transformed into an r value for analysis.

Meta-analysis Procedure

The meta-analysis conducted refers to Hunter & Schmidt (2004), namely through stages :

1. Change the algebraic equation from F value to r value

2. Correction of sample errors is done by calculating the population correlation average, calculating the r_{xy} variance (σ^2r), calculating the sampling error variance (σ^2e), and calculating the impact of sampling

RESULTS AND DISCUSSION

Characteristics of Research Samples

This study using 11,257 subjects, who have characteristics as in table 1.

Table 1

Characteristics of Research Samples

No	Year	Researcher	Study number	Amount (N)	Characteristics
1.	2014	Cullen, KL, Edwards, BD, Casper, WC, & I, KR	1	93	Employee
2.	2014	Cullen, KL, Edwards, BD, Casper, WC, & I, KR	2	379	Employee
3.	2013	Fu, W., Sun, Y., Wang, X, & Yang, LW	1	984	Student
4.	2014	Islam, T., Khan, SR, Ahmad, UNU, & Ahmed, I.	1	412	Employee
5.	2012	Pathak, D.	1	200	Manager
6.	2014	Zorlu, K & Bastemur, C	1	129	Mixed Employees & Managers
7.	2014	Fila, MJ, Paik, LS, Griffeth, RW, & Allen, D	1	343	Employee
8.	2006	Hemmasi, IMJP (study 1)	1	332	Mixed Employees & Managers
9.	2006	Hemmasi, IMJP (study 2)	2	186	Employee
10.	2007	Muse, LA, & Stamper, CL	1	263	Employee
11.	2010	Paille, P, Bourdeau, L & Galois, I	1	355	Bachelor
12.	2015	Paille, P, Grima, F & Dufour, ME	1	704	Employee
13.	2009	Butts, MM, Vandenberg, RJ, DeJoy, DM, Schaffer, BS, & Wilson, MG	1	1723	Employee
14.	2013	Biswas, S., & Bhatnagar, J.	1	246	Employee
15.	2009	Reinardy, S	1	715	Journalist
16.	2012	Ohana, M	1	261	Employee
17.	2002	Yoon, J & Thye, SR	1	2443	Manager
18.	2011	Ladebo, OJ, Abubakar, BZ, & Adamu, CO	1	223	Employee
19.	2012	Ibrahim, HI	1	115	Manager
20.	2014	Ngo, HY, Foley, S, Ji, MS, & Loi, R	1	591	Employee
21.	2003	Allen, DG, Shore, LM, & Griffeth, RW (study 1)	1	215	Salesperson
22.	2003	Allen, DG, Shore, LM, & Griffeth, RW (study 2)	2	345	Employee

1. Transform F values into t, d and r values

There is only one study that has an F value, so it needs to be transformed into t, d and r values to be analyzed further. Transform this value using the equation formula:

$$t = \sqrt{F}; \quad d = \frac{2t}{\sqrt{N}}; \quad r = \frac{d}{\sqrt{(4+d^2)}}$$

Correlation r_{xy} values of all studies, including the results of the transformation of the F value, as seen in table 2.

Table 2

The value of r_{xy} and F value transformation

No	Year	Researcher	N	F	t	d	r
1.	2014	Cullen, KL, Edwards, BD, Casper, WC, & I, KR	93				0.44
2.	2014	Cullen, KL, Edwards, BD, Casper, WC, & I, KR	379				0.59
3.	2013	Fu, W., Sun, Y., Wang, X, & Yang, LW	984				0.57
4.	2014	Islam, T., Khan, SR, Ahmad, UNU, & Ahmed, I.	412				0.45
5.	2012	Pathak, D.	200	23,428	4.84	0.68	0.32
6.	2014	Zorlu, K & Bastemur, C	129				0.696
7.	2014	Fila, MJ, Paik, LS, Griffeth, RW, & Allen, D	343				0.57
8.	2006	Hemmasi, IMJP (study 1)	332				0.43
9.	2006	Hemmasi, IMJP (study 2)	186				0.51
10.	2007	Muse, LA, & Stamper, CL	263				0.58
11.	2010	Paille, P, Bourdeau, L & Galois, I	355				0.643
12.	2015	Paille, P, Grima, F & Dufour, ME	704				0.56
13.	2009	Butts, MM, Vandenberg, RJ, DeJoy, DM, Schaffer, BS, & Wilson, MG	1723				0.66
14.	2013	Biswas, S., & Bhatnagar, J.	246				0.48
15.	2009	Reinardy, S	715				0.695
16.	2012	Ohana, M	261				0.52
17.	2002	Yoon, J & Thye, SR	2443				0.61
18.	2011	Ladebo, OJ, Abubakar, BZ, & Adamu, CO	223				0.56
19.	2012	Ibrahim, HI	115				0.49
20.	2014	Ngo, HY, Foley, S, Ji, MS, & Loi, R	591				0.49
21.	2003	Allen, DG, Shore, LM, & Griffeth, RW (study 1)	215				0.31
22.	2003	Allen, DG, Shore, LM, & Griffeth, RW (study 2)	345				0.26

2. Sampling Error Correction

This correction was carried out to get the best estimate of the average correlation from several studies, obtained by weighting the correlation coefficient of each study with the number of samples (Hunter & Schmidt, 2004).

a. Average Correlation of Population

The mean population correlation is obtained through the following equation: $\hat{r} = \frac{\sum(N_i r_i)}{\sum N_i}$

The average calculation step is performed as in table 3.

Table 3
Sampling Error Correction

No	N	r _i	N x r _i
1.	93	0.44	40.92
2.	379	0.59	223.61
3.	984	0.57	561.86
4.	412	0.45	185.40
5.	200	0.32	64.76
6.	129	0.696	89.78
7.	343	0.57	195.51
8.	332	0.43	142.76
9.	186	0.51	94.86
10.	263	0.58	152.54
11.	355	0.643	228.27
12.	704	0.56	394.24
13.	1723	0.66	1137.18
14.	246	0.48	118.08
15.	715	0.695	496.93
16.	261	0.52	135.72
17.	2443	0.61	1490.23
18.	223	0.56	124.88
19.	115	0.49	56.24
20.	591	0.49	289.59
21.	215	0.31	66.65
22.	345	0.26	89.70
amount	11257		6379.71
Average			0.57

Based on table 3 above, the mean population correlation after being corrected is $\hat{r} = 0.57$

b. Variance r_{xy} ($\sigma^2 r$)

Variance r_{xy} or $\sigma^2 r$ is obtained through the equation formula: $\sigma^2 r = \frac{\sum[N_i(r_i - \hat{r})^2]}{\sum N_i}$

The results of the calculation of variance r_{xy} as in table 4.

Table 4

Variance r_{xy}

No	N	r_i	$(r_i - \bar{r})$	$(r_i - \bar{r})^2$	$N(r_i - \bar{r})^2$
1.	93	0.44	-0.13	0.0169	1.57
2.	379	0.59	0.02	0.0004	0.15
3.	984	0.57	0.00	0.0000	0.00
4.	412	0.45	-0.12	0.0144	5.93
5.	200	0.32	-0.25	0.0606	12.12
6.	129	0.696	0.13	0.0159	2.05
7.	343	0.57	0.00	0.0000	0.00
8.	332	0.43	-0.14	0.0196	6.51
9.	186	0.51	-0.06	0.0036	0.67
10.	263	0.58	0.01	0.0001	0.03
11.	355	0.643	0.07	0.0053	1.89
12.	704	0.56	-0.01	0.0001	0.07
13.	1723	0.66	0.09	0.0081	13.96
14.	246	0.48	-0.09	0.0081	1.99
15.	715	0.695	0.13	0.0156	11.17
16.	261	0.52	-0.05	0.0025	0.65
17.	2443	0.61	0.04	0.0016	3.91
18.	223	0.56	-0.01	0.0001	0.02
19.	115	0.49	-0.08	0.0066	0.75
20.	591	0.49	-0.08	0.0064	3.78
21.	215	0.31	-0.26	0.0676	14.53
22.	345	0.26	-0.31	0.0961	33.15
Amount	11257				114.92
Average	511.68				0.010209

Based on Table 4 above, the variance r_{xy} amounted to 0.010209

c. Sampling error variance

The results of the calculation of variance r_{xy} of 0.010209 are not purely variations in population correlations because they still contain variations in sample correlations produced by sampling errors. To get the pure magnitude of variation in population correlation, Hunter & Schmidt (2004) suggests a r_{xy} variance of 0.010209 to be corrected for sampling error. The calculation process is done through the equation formula: $\sigma^2_e = \frac{(1-\bar{r}^2)^2}{(N-1)}$

Calculations using the formula above result $\sigma^2_e = (1-0.57^2)^2 / (511.68-1)$, so the magnitude of $\sigma^2_e = 0.00089$.

d. Estimation of population correlation variance

This true variance is obtained through correction of the variance r_{xy} minus the sampling error variance. The equation formula is as follows: $\sigma^2\rho = \sigma^2r - \sigma^2e$

The results of the population correlation variance calculation is $\sigma^2\rho = 0.00932$

e. Impact of Sampling Error

The impact of sampling error from this meta-analysis study was calculated using the equation formula $= \frac{\sigma^2e}{\sigma^2\rho} \times 100\%$

The results of this calculation produce an impact sampling error rate of 9.58%. This means that there are 90.42% other error factors that have not been studied.

f. Confidence Interval

The range of confidence that this meta-analysis study had was calculated using the equation formula $= \hat{r} \pm 1.96 \text{ SD}$. The calculation results show the Standard Deviation is 0.10104 and the range of confidence interval is $0.3687 < \hat{r} < 0.7648$.

3. Comparison of Population Correlation Rates Based on Sample Characteristics

This study groups the sample characteristics as in table 1 into two large groups, namely the Employee group and the Manager group. Research that used mixed samples or outside the two groups was not included in the comparison. The full comparison can be seen in the following table 5:

Table 5

Comparison of Correlation Mean Population of Employee and Manager Samples

Study No.	Employee			Study No.	Manager		
	N	r_i	$N \times r_i$		N	r_i	$N \times r_i$
1	93	0.44	40.92	5	200	0.32	64.76
2	379	0.59	223.61	17	2443	0.61	1490.23
3	412	0.45	185.40	19	115	0.49	56.24
7	343	0.57	195.51				
9	186	0.51	94.86				
10	263	0.58	152.54				
12	704	0.56	394.24				
13	1723	0.66	1137.18				
14	246	0.48	118.08				
16	261	0.52	135.72				
18	223	0.56	124.88				
20	591	0.49	289.59				
22	345	0.26	89.70				
amount	5769		3182.23	amount	2758		1611.23
Average	443.8		0.55	Average	919.3		0.58

Based on table 5 above, the mean population correlation in the manager group is greater than the Employees group. This shows the relationship between organizational support and job satisfaction is stronger in the manager sample.

DISCUSSION

The results of the analysis show the correlation of the population after being corrected with a sample error obtained by 0.57, with the population correlation variance is 0.00932 and SD = 0.10104. At the 95% significance level, the limit for the range of acceptance of confidence intervals are $0.3687 < \hat{r} < 0.7648$. This shows that the hypothesis of this study is acceptable, it means there is a relationship between organizational support and job satisfaction.

A correlation number of 0.57 indicates a strong relationship between organizational support and job satisfaction. This strong relationship shows that there is a large influence of organizational support received on perceived job satisfaction. This is consistent with the opinion of Eisenberger et al (1986) that the support provided by the organization will bring about changes in socio-emotion in employees so that it will affect their attitudes towards work, including increased job satisfaction. Appreciation, assessment, development and involvement in the organization will be felt as a positive thing in the employee so that it will create a feeling of satisfaction at work.

The assessment has done as an effort to provide fair and balanced treatment to all employees. Appraisal is also a tangible form of organizational support for employees because there will appear a sense of attention and needed. The effect of valuation is of course the rewards in various forms. Giving awards for the achievement of work results, especially if there are exceeding the target set shows that there is real support from the organization to employees so that they always try to work optimally. Rewards in the form of salaries, bonuses, promotions and so on will increase satisfaction with what he gets from his work. Financial satisfaction is one of the main indicators of job satisfaction (Spector, 1985; Brayfield & Rothe, 1951; Price & Mueller, 1981).

Individuals are also given the opportunity to take a role in the organization through absorption of aspirations and decision making. This is facilitating the needs of employees so that the programs will be in line with employee expectations. This is also the beginning for the organization to make employees at work totally. Bright ideas are expected to appear more in decision-making forums that involve employees. The feeling of being involved will encourage the emergence of a sense of belonging and satisfaction with the work being done.

The results of the meta-analysis also show the correlation between organizational support and job satisfaction is stronger in the manager sample than the employee sample. However, this difference is not large and the two groups are in the category of strong relationships (mean correlation > 0.5). This is consistent with the overall results which also show a strong correlation between organizational support and job satisfaction.

The results of this study have implications for organizations that organizational support is very important for job satisfaction of employees and managers, which will further have implications for work performance. For this reason, the organization needs to provide a system of adequate organizational support for employees and managers. The next researcher is expected to explore the various characteristics of the sample that can be assessed from various existing studies, for example differences in types of measuring instruments, cultural background, age, and tenure.

REFERENCE

- Allen, DG, Shore, LM, & Griffeth, RW. (2003). The Role of Perceived Organizational Support and Supportive Human Resource Practices in the Turnover Process. *Journal of Management*, 29 (1), 99–118
- Biswas, S., & Bhatnagar, J. (2013). Mediator Analysis of Employee Engagement: Role of Perceived Organizational Support, P-O Fit, Organizational Commitment and Job Satisfaction. *Vikalpa The Journal for Decision Makers*, V 38, No 1, January, 27-40
- Brayfield, AH & Rothe, HF. (1951). An Index of Job Satisfaction. *Journal of Applied Psychology*, 35, 307-311
- Butts, MM, Vandenberg, RJ, DeJoy, DM, Schaffer, BS, & Wilson, MG. (2009). Individual Reactions to High Involvement Work Processes: Investigating the Role of Empowerment and Perceived Organizational Support. *Journal of Occupational Health Psychology*, Vol. 14, No. 2, 122–136
- Cullen, KL, Edwards, BD, Casper, WC, & Gue, KR. (2014). Employees' Adaptability and Perceptions of Change-Related Uncertainty: Implications for Perceived Organizational Support, Job Satisfaction, and Performance. *Journal of Business Psychology*, 29, 269–280
- Eisenberger, R, Huntington, R, Hutchison, S & Sowa, D. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, 71, 500-507
- Fields, DL. (2002). 1 Job Satisfaction. Chapter of *Taking the Measure of Work: A Guide to Validated Scales for Organizational Research and Diagnosis*. Thousand Oaks: Sage Publication, Inc.
- Fila, MJ, Paik, LS, Griffeth, RW, & Allen, D. (2014). Disaggregating Job Satisfaction: Effects of Perceived Demands, Control, and Support. *Journal of Business Psychology*, 29, 639–649
- Fritzsche, BA & Parrish, TJ. (2005). Theories and Research on Job Satisfaction. In SD Brown & RW Lent (Eds.). *Career Development and Counseling: Putting Research into Practice*. New york: Wiley & Sons
- Fu, W., Sun, Y., Wang, X, & Yang, L.W. (2013). Improving job satisfaction of Chinese doctors: the positive effects of perceived organizational support and psychological capital. *Public Health*, 27, 946-951
- Hackman, JR & Oldham, GR. (1976). *Organizational Behavior and Human Performance*, 16, 250-279
- Hunter, JE & Schmidt, FL. (2004). *Methods of Meta-analysis: Correcting Error and Bias in Research Findings*. 2nd Ed. Thousand Oaks : Sage Publication, Inc.

- Iaffaldano, MT & Muchinsky, PM. (1985). Job Satisfaction and Job Performance: A Meta Analysis. *Psychological Bulletin*, vol 97, no 2, 251-273
- Ibrahim, HI. (2012). A Study on the Relationship between Perception of Supervisor Support, Organizational Support and Job Satisfaction: Perceptions of Part-Time MBA Students. *International Journal of Arts & Sciences*, 5(1):73–83
- Islam, T., Khan, S. R., Ahmad, U. N. U., & Ahmed, I. (2014). Exploring the relationship between POS, OLC, job satisfaction and OCB. *Procedia - Social and Behavioral Sciences* 114, 164 – 169
- Johnson, HM. (2004). The Story Behind Service With A Smile. Thesis. Florida: Master of Arts Dept of Psychology University of South Florida, downloaded from <http://scholarcommons.usf.edu/etd/1097>
- Kim, Y & Back, K. (2012). Antecedents and Consequences of Flight Attendants' Job Satisfaction. *The Service Industries Journal*, vol 32, no 16, December, 2565-2584
- Kreitner, R & Kinicki, A. (1992). *Organizational Behavior*. (2nd ed). Homewood, IL: Irwin
- Ladebo, OJ, Abubakar, BZ, & Adamu, CO. (2011). Nigerian agriculture workers' outcomes from perceived organisational support and protestant work ethics: Job satisfaction as a mediator. *South African Journal of Industrial Psychology*, 37(1), 89-96
- Muse, LA, & Stamper, CL. (2007). Perceived Organizational Support: Evidence for a Mediated Association with Work Performance. *Journal of Managerial Issues*, Vol. XIX Number 4 Winter, 517-535
- Ngo, HY, Foley, S, Ji, MS, & Loi, R. (2014). Work Satisfaction of Chinese Employees: A Social Exchange and Gender-Based View. *Social Indicator Research*, 116, 457–473
- Ohana, M. (2012). Perceived Organisational Support As Mediator Of Distributive Justice AND Job Satisfaction: The Mediating Role of Group Commitment. *Journal of Applied Business Research*, Sep/Oct, 28, 5, 1063-1072
- Paille, P, Bourdeau, L & Galois, I. (2010). Support, Trust, Satisfaction, Intent to Leave and Citizenship at Organizational Level. *International Journal of Organizational Analysis*, v 18, no 1, 41-58
- Paille, P, Grima, F & Dufour, ME. (2015). Contribution to social exchange in public organizations: examining how support, trust, satisfaction, commitment and work outcomes are related. *The International Journal of Human Resource Management*, Vol. 26, No. 4, 520–546

- Pathak, D. (2014). Role of perceived organizational support on stress-satisfaction relationship: An empirical study. *Asian Journal of Management Research*, Vol 3 Issue 1, 153-177
- Price, JL & Mueller, CW. (1981). A Causal Model of Turnover for Nurses. *The Academy of Management Journal*, Vol 24, No 3, 543-565
- Reinardy, S. (2009). Beyond Satisfaction: Journalists Doubt Career Intentions as Organizational Support Diminishes and Job Satisfaction Declines. *Atlantic Journal of Communication*, 17, 126-139
- Spector, PE. (1985). Measurement of Human Services Staff Satisfaction: Development of The Job Satisfaction Survey. *American Journal of Community Psychology*, 13, 693-713
- Yoon, J & Thye, SR. (2002). A Dual Process Model of Organizational Commitment Job Satisfaction and Organizational Support. *Work and Occupations*, Vol. 29 No. 1, February, 97-124
- Zorlu, K & Bastemur, C. (2014). A Mediator Role of Perceived Organizational Support in Workplace Deviance Behaviors, Organizational Citizenship and Job Satisfaction Relations: A Survey Conducted With Artificial Neural Network. *International Journal of Research in Business and Social Science IJRBS Vol.3 No.3*, 18-36

ORGANIZATIONAL SUPPORT AND JOB SATISFACTION: META-ANALYSIS STUDY-2

ORIGINALITY REPORT

11%	8%	9%	3%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to nyack college Student Paper	2%
2	fbj.springeropen.com Internet Source	1%
3	link.springer.com Internet Source	1%
4	eprints.utar.edu.my Internet Source	1%
5	Olivier Herrbach, Karim Mignonac, Anne-Laure Gagnon. "Exploring the role of perceived external prestige in managers' turnover intentions", The International Journal of Human Resource Management, 2004 Publication	1%
6	www.ncbi.nlm.nih.gov Internet Source	1%
7	"Organisational Support and Its Influence on Teachers Job Satisfaction and Job Performance	1%

8

Kohler, T., J. M. Cortina, J. N. Kurtessis, and M. Golz. "Are We Correcting Correctly?: Interdependence of Reliabilities in Meta-Analysis", Organizational Research Methods, 2015.

Publication

1 %

9

journals.plos.org

Internet Source

1 %

10

M Solikin, K O M Oraibi, Y Nurchasanah. "The utilization of fly ash in mix proportion of self-consolidation concrete", IOP Conference Series: Materials Science and Engineering, 2018

Publication

<1 %

11

garuda.ristekdikti.go.id

Internet Source

<1 %

12

Pascal Paillé. "Perceived organizational support and work outcomes", International Journal of Organizational Analysis, 2015

Publication

<1 %

13

www.emeraldinsight.com

Internet Source

<1 %

14

Hosein Zahednezhad, Mohammad Ali Hoseini, Abbas Ebadi, Pouya Farokhnezhad Afshar,

<1 %

Reza Ghanei Gheshlagh. "Investigating the relationship between organizational justice, job satisfaction, and intention to leave the nursing profession: A cross-sectional study", Journal of Advanced Nursing, 2020

Publication

15

bmchealthservres.biomedcentral.com

Internet Source

<1 %

16

gitarattan.edu.in

Internet Source

<1 %

17

repository.up.ac.za

Internet Source

<1 %

18

www.hicbusiness.org

Internet Source

<1 %

19

www.science.gov

Internet Source

<1 %

20

Nathan Bowling, Lucian Zelazny. "Measuring General Job Satisfaction: Which Is More Construct Valid—Global Scales or Facet-Composite Scales?", Journal of Business and Psychology, 2021

Publication

<1 %

21

Reem Khalil, Sadok Kallel, Ahmad Farhat, Paweł Dłotko. "Topological Sholl Descriptors for Neuronal Clustering and Classification", Cold Spring Harbor Laboratory, 2021

<1 %

22

idoc.pub

Internet Source

<1 %

23

Jaramillo, F.. "A meta-analysis of the relationship between organizational commitment and salesperson job performance: 25 years of research", Journal of Business Research, 200506

Publication

Exclude quotes Off

Exclude matches Off

Exclude bibliography On

ORGANIZATIONAL SUPPORT AND JOB SATISFACTION: META-ANALYSIS STUDY-2

GRADEMARK REPORT

FINAL GRADE

/0

GENERAL COMMENTS

Instructor

PAGE 1

PAGE 2

PAGE 3

PAGE 4

PAGE 5

PAGE 6

PAGE 7

PAGE 8

PAGE 9

PAGE 10

PAGE 11