

ABSTRACT

This research aims to test and determine the influence of organizational politics on work motivation which is mediated by hostility. In this research there are variables X (Organizational Politics), Z (Hostility) and Y (Work Motivation). The approach used in this research is quantitative. The population in this study were employees of PT Santosa Asih Jaya ULP Sumber Branch, totaling 59 respondents. The sampling technique was carried out by distributing questionnaires.

The data used is primary data collected through observation, interviews and questionnaires. The scale in this research uses a Likert scale. The method used is the classic assumption test, path analysis with the help of SPSS version 25 and the sobel test. and submitting hypotheses using the F and T tests.

The results of this research show that organizational political variables have a negative and significant effect on work motivation with a calculated t value $>$ t table ($-2.708 > 1.673$) and a significance value of $0.009 < 0.05$. The organizational politics variable (X) has a positive and significant effect on hostility (Z), the t value is $3.293 >$ t table 1.673 with a significance level of $0.002 < 0.05$. The hostility variable (Z) has a negative and significant effect on work motivation (Y), the t value is $-2.257 >$ t table 1.673 with a significance level of $0.028 < 0.05$. Based on the results of path analysis calculations, it is known that the direct influence value is -0.338 and the indirect influence value is smaller than the direct influence value. These results show that directly The relationship between organizational politics and work motivation.

Keywords : Organizational Politics, Hostility, Work Motivation

