

2016

THE 4TH INTERNATIONAL CONFERENCE ON BUSINESS AND BANKING (ICBB)

**STIE
Perbanas**
www.perbanas.ac.id



Institut Agama Islam Negeri (IAIN)
Mataram

CONFERENCE BOOK

Lombok, Mataram Indonesia on 24-25 August 2016

Partnership



Co-house ICBB I



Universitas Warmadewa
Co-house ICBB II



Co-house ICBB III

Sponsorship



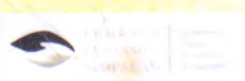
PERBANAS
Indonesian Banks Association

bankjatim
member bank, representative bank



BANK INDONESIA

PRIMA BANK
member bank, representative bank



BANK UIN JAWA TIMUR

WELCOME MESSAGE



Dr. Lutfi, SE., M.Fin.
STIE Perbanas Surabaya Rector



Dr. H. Mutawali, M.Ag.
Institut Agama Islam Negeri (IAIN)
Mataram Rector

STIE Perbanas Surabaya, Indonesia and Institut Agama Islam Negeri (IAIN) Mataram Indonesia, would like to cordially invite you join The 4th International Conference on Business and Banking (ICBB 2016) which will be held on August 24-25, 2016, at The Santosa Villas & Resort Lombok, Indonesia, with its aim to provide a forum for academicians as well as professionals from all over the world to present their research results and best practices in Business Management, Marketing, Accounting, Finance, and Banking. The event will also provide a good opportunity for higher education institutions from ASEAN and non-ASEAN countries alike to seek and strengthen international connectivity and network, among themselves and/or with business professionals, through exchanging ideas, faculty, and students, sharing curriculum, degree and/or non-degree programs, and many more, so that our students will be very well-equipped to meet the evolving global market needs and,

therefore, achieve a return in the global marketplace on the education investment after graduation.

The 4th International Conference on Business and Banking (ICBB 2016) is sponsored by outstanding business and banking associations from both countries, namely Bank Indonesia, the Indonesian Bankers Association, Perbanas Jawa Timur, Ikatan Sarjana Ekonomi Indonesia (ISEI), Ikatan Akuntan Indonesia. It is also supported by STIE Perbanas and IAI Mataram partner universities from many countries. This 4th ICBB is a continuation of the previous conferences conducted by STIE Perbanas, Surabaya. The 1st ICBB was held in 2010 in Surabaya. The 2nd ICBB, together with Corporate Social Responsibility University Network Conference, was held in 2012, in Denpasar Bali, supported by Indonesian Banker Association/Ikatan Bank Indonesia (IBI), an association in banking industry, and academicians from several universities such as Edith Cowan University, Australia, CSR-UN University Sains Malaysia, and Universitas Warmadewa Denpasar. It also served as the milestone of the declaration of the CSR University Network (CSR-UN), encouraging universities and industries to be aware of the importance of Corporate Social Responsibility and, at the same time, bringing to public awareness concerns about CSR.

The 3rd International Conference on Business and Banking was held in Pattaya, Thailand supported by Spripatum University Chonburi Campus. We are looking forward to seeing you in Lombok, Indonesia, on August 24-25, 2016.

The 4th International Conference on Business and Banking (ICBB 2016) is sponsored by outstanding businesses and banking associations from both countries, namely Bank Indonesia, the Indonesian Bankers Association, Perbanas Jawa Timur, Ikatan Sarjana Ekonomi Indonesia (ISEI), Ikatan Akuntan Indonesia. It is also supported by STIE Perbanas and IAI



Mataram partner universities from many countries. This 4th ICBB is a continuation of the previous conferences conducted by STIE Perbanas, Surabaya. The 1st ICBB was held in 2010 in Surabaya. The 2nd ICBB, together with Corporate Social Responsibility University Network Conference, was held in 2012, in Denpasar, Bali, supported by Indonesian Banker Association/Ikatan Bankir Indonesia (IBI), an association in banking industry, and academicians from several universities such as Edith Cowan University, Australia, CSR-UN University Sains Malaysia, and Universitas Warmadewa Denpasar. It also served as the milestone of the declaration of the CSR University Network (CSR-UN), encouraging universities and industries to be aware of the importance of Corporate Social Responsibility and, at the same time, bringing to public awareness concerns about CSR. The 3rd International Conference on Business and Banking was held in 2014 in Pattaya, Thailand supported by Sripatum University Chonburi Campus. We are looking forward to seeing you in Lombok, Indonesia, on August 24-25, 2016.

LIST OF REVIEWER

1. **Prof.Dr.R. Wilopo, M.Si,Ak.**
STIE Perbanas Surabaya
2. **Prof.Dr.Dra. Tatik Suryani, Psi,MM.**
STIE Perbanas Surabaya
3. **Prof.Dr. Andreas Budiharjo**
Universitas Prasetya Mulya
4. **Prof.Dr. Sammy Kristamuljana**
Universitas Prasetya Mulya
5. **Dr.Luciana Spica A.,SE,M.Si.**
STIE Perbanas Surabaya
6. **Dr. Drs. Abdul Mongid, MA.**
STIE Perbanas Surabaya
7. **Dr. Nanang Shonhadji, SE., Ak., M.Si.**
STIE Perbanas Surabaya
8. **Dr.Dra.Ec. Wiwik Lestari,M.Si.**
STIE Perbanas Surabaya
9. **Dr. Mohamad Abdun Nasir, MA**
IAIN Mataram
10. **Dr. Nurrahman**
IAIN Mataram

LIST OF COMMITTEE STIE Perbanas Surabaya

- Advisor** : Lutfi, SE.,M.Fin
- Steering Committee** : 1. Dr.Drs. Emanuel Kristijadi, MM.
2. Meliza Silvy, SE.,M.Si
3. Dr. Sasongko Budisusetyo,
M.Si.,CA.,CPA,CPMA,LIFA
4. Dr.Dra.Ec. Rr. Iramani, M.Si.
- Organizing Committee** : 1. Prof. Dr. R. Wilopo.,Ak.,CFE.
2. Prof. Dr. Tatik Suryani, Psi.,MM
3. Dr.Dra.Ec. Wiwik Lestari, M.Si
4. Dr. Luciana Spica Almilia, SE.,M.Si
5. Dr.Drs.Ec. Abdul Mongid, MA
6. Dr. Nanang Shonhadji, SE.,Ak.,M.Si, CA
- Head of Committee** : Dr. Drs. Soni Harsono.,M.Si
- Secretary** : Nurul Hasanah Uswati Dewi,SE.,M.Si.,Ak
- Vice of Secretary** : Dr. Drs. Djuwari, M.Hum
- Treasurer** : Aris Handayani, SE
- Secretariat Staff** : 1. Chitra Laksmi Rithmaya, SE.,MM
2. Erlinda Pudji Setyawati, SE
- Conference Events Staff**: 1. Dr. Muazaroh, SE.,MT
2. Burhanudin, SE.,M.Si
3. Drs.Ec. Herizon, M.Si
4. Evi Sistyari, SE.,MM.
- Sponsorship & Consumption** : Anggraeni, SE.,M.Si
- Publication & Documentation**: Indrastuti Kusumaningtyas, S.Sos
- Transportation & Support** : Drs.Ec. Harry Widyantoro, M.Si

LIST OF COMMITTEE **Institut Agama Islam Negeri Mataram**

- Pengarah** : Dr. H. Mutawali, M.Ag
- Penanggung Jawab** : 1. Dr. H. Masnun, M.Ag
2. Dr. Ahmad Amir Aziz, M.Ag
3. Dr. H. Subhan Abdullah Acim, MA
- Ketua** : Drs. Ma'aruf, SH, M.Ag
- Anggota** : 1. Rahmat Akbar Kurniawan, M.Sc
2. Baiq Ari Yusrini, MM
3. Muhammad Yusuf, M.Si
4. Baiq El Badriati, M.Ei
5. Bahrurrosyid, MM
6. Dewi Sartika Nasution, M.Sc

Conference Program

The 4th International Conference on Business and Banking
Lombok, Indonesia 24-25 August 2016

Dates	Lombok Time	Program
Wednesday August 24, 2016	13.00 - 17.30	Registration
Thursday August 25, 2016	08.00 - 09.00	Conference Registration Coffee Break
	09.00 - 09.30	Welcome Dance
	09.30 - 09.45	Welcome Speech Dr. Lutfi., M.Fin (Rector of STIE Perbanas Surabaya)
	09.45 - 10.00	Welcome Speech Dr. H. Mutawali., M.Ag (Rector of IAIN Mataram)
	10.00 - 10.15	Opening Ceremony
	10.15 - 10.30	MOU & MOA Signing and Presenting Tokens of Appreciation to Sponsors
	10.30 - 10.45	Photo Session (All Participant)
	10.45 - 11.30	Keynote Speech
	11.30 - 12.00	Invited Speaker
	12.00 - 13.00	Lunch Break
	13.00 - 15.00	Parallel Session 1
	15.00 - 15.15	Coffee Break
	15.15 - 17.15	Parallel Session 2
	18.00 - 21.00	Dinner and Cultural Evening (Announcement of the Best 9 Papers)
Friday August 25, 2016	08.00 - 16.00	City Tour (Optional)

CONFERENCE OBJECTIVES

To provide academicians and business practitioners with an international forum for exchanging the best practice experiences and analyses; sharing the results of the up-to-date research; and disseminating theoretical concepts related to business and banking science.

Areas of topics:

- Marketing
- Human Resource Management
- Organization Management
- Operation Management
- Logistics & Supply Chain Management
- Business Information Management
- Strategic Management
- Accounting
- Finance & Banking
- Corporate Social Responsibilities
- Business Economics
- Islamic Economics and Sharia Banking
- Other related fields

Participants:

Academicians, practitioners, analysts, and post graduate students in the areas listed above.

THE SCHEDULE OF PARALLEL SESSION 4th ICBB 2016

Thursday August 25, 2016 Parallel Session 1

Room 1

Lokhman Hakim Osman				True Nature of Supply Network Communication Structure: A Network Analysis Comparative Study	lokman@ukm.edu.my	School of Management, Faculty of Economy and Management, Universiti Kebangsaan Malaysia, MALAYSIA
Ika Yulia Fauzia				Transcendental Trust in Online Business Among Garments Entrepreneurs in	ika.yulia@perbanas.ac.id	STIE Perbanas Surabaya
Shinta Setia	Tjahjani F			The Influence of Personality Factors on Successful Entrepreneur	shinta.setia17@gmail.com	STIE Perbanas
Lindiawati				The Implementation of Corporate Social Responsibility in Indonesia Banking Industry	lindi@perbanas.ac.id	STIE Perbanas
Suwigno Widagdo				Mapping the Area of Agribusiness Food Crops and its Development in Jember Regency	denmaswignyo@yahoo.com	STIE Mandala Jember
Rizky Eka Febriansah				The Influence of Career Planning on Career Commitment and Career	frost_fl4me@yahoo.com	FEB Unmuh Sidoarjo
Siti Supeni	Feri Fatia Sufa			Optimizing Wayang Village as Tourism Village in Kepuhari Manyaran Sub-district.	peni.unisri@yahoo.com	Civics Education, Teacher Training and Education Faculty.

Thursday August 25, 2016 Parallel Session 1

Room 2

Ni Ketut Sari Adnyani,	I Gusti Ayu Purnama wati			Legal Protection Through Integrated Simulation Modeling Based Marine Ecology of Women's Coastal Role In Achieving Sustainability Economic	ayupurnama07@yahoo.com	Department of Law, Faculty of Social Sciences, Department of Accounting, Faculty of Economic Ganesha University of
Benny Budiawan Tjandrasa				The Effect of Consumer Expectation Index, Economic Condition Index and Crude Oil Price on Indonesian Government Bond Yield	benny.tjandrasa@gmail.com	Economic Faculty - Maranatha Christian University, Indonesia
Anthonyus				How perceived organization support affect working motivation of the employee of banking industry	anthony.partners@yahoo.com	Lecturer of economics majoring in accountancy Maranatha Christian
Putri Wulanditya Laely Aghe				Pattern of Micro Enterprises At	putri@perbanas.ac.id	STIE Perbanas
Erida Herlina	Supriyati			Financial Distress For Bankrup	laely.aghe@perbanas.ac.id	STIE Perbanas
Tasya Asprinati	Ima Analiah	Sri Suwarsi	Pumpung Purnamasari	Governance of Indonesia Banking Industry as an Effort to Improve National Competitiveness	erida@perbanas.ac.id	STIE Perbanas
				Garut District as Region Model of Model non bank Microfinance Institution Development...	ad_tasya@yahoo.com	Fak Ekonomi Universitas ISLAM BANDUNG

Thursday August 25, 2016 Parallel Session 1

Room 3

Ms. Rizka Furqorina				Internal Whistle-blowing Intentions in Indonesia: Factors that Influence Civil Servants' Decision-Making Process	farqorina@icloud.com	UNS Solo
Anand Unnithan				Measurement Invariance and the Number of Scale Points in Multi-Item Instruments	anandunnithan@jinnick.ac.in	Indian Institute of Management Kozhikode
Anastasia Riani	Sarah Rum	Ign. Sri Seventi		An Increase in Productivity And Marketing of Batik Industry In Sragen. Central Java	rianis2004@yahoo.com	FEB UNS
Hariyadi Yutanto				Web-Based Media Advertising Promotion Hotspot Based on Location With Centralized	antok@perbanas.ac.id	STIE Perbanas
Sahnaz Ubud				Participation Customer and Service Quality to Increases Customers Loyalty in Mekarsari Fruit Garden	sahnaz.ubud@yahoo.com	Trilogi University, Jakarta
Budi Harsanto	Dika Iatnika			Consumer Intention and Halal Business Opportunities in Indonesia	budi.harsanto@unpad.ac.id	Faculty of Economics and Business, Universitas Padjadjaran, Indonesia
Agustinus Kismet				The Influence of Managerial Ownership Structure, Asset Structure, Liquidity, Business Risk, Dividend Policy, Firm Size, and Profitability on The Capital Structure in the Firms	agustinus@perbanas.ac.id	STIE Perbanas

Thursday August 25, 2016 Parallel Session 2

Room 1

Musdalifah Azis	Maryam Nadir	Ike Purnadita Sait		Analysis Of Investment Portfolio Mutual Funds Through Banking	musdalifah.azis@gmail.com nadirmaryam@yahoo.co	Fakulty Of Economy and business Universitas
Mehmet ERYIGIT				The Effects Of The Announcements Of	@yahoo.com_eryigit_m@	Abant Izzet Baysal University Bolu.
Assoc.Prof. Kub	Sema POLATCI			The Effects Of Organizational And Social Support On Employees Psychological Well-Being	kubilay.ozyer@gop.edu.tr	Gaziosmanpaşa Üniversitesi İ.İ.B.F. İşletme Bölümü Taşlıcaçılık Kampüsü - 60150 Tokat Tel: 0 356 252 16 16 Dahili 2363 Fax: 0 356 252 16 73
Lilis Ardini	Nurul Hasanah Uswati Dewi			Understanding Budget Reality In The Perspective Of Symbolic Interactionism	lilis.ardini@gmail.com nurulidw@yahoo.com	STIESIA Surabaya. STIE Perbanas Surabaya INDONESIA
April Handarise					april.handarise@yahoo.com-	FE Univ Negeri Gorontalo
Bambang Supri	Tri Handay	Hartati Ti		The Influence of Individual Taxpayers' Knowledge Toward The Implementation of Self Assessment System at Tax Office Pratama Gorontalo	bambangpou050@gmail.com	Gorontalo
Nurul Istifadah	Heru Tjara	Dwi Ratni		Role of the Financial Sector to Improve Economic Competitiveness in East Java		FEB Unair
Rohmad Fuad Armansyah	Muhammad Bisyrri Effendi			Modeling Financial Crisis in Indonesia	fuad@perbanas.ac.id	STIE Perbanas

Thursday August 25, 2016 Parallel Session 2

Room 2

Luthi				The Determinants of Bank Capital Buffer and Business Cycle in the Indonesian Banking Industry"	luthi@perbanas.ac.id	STIE Perbanas
Ima Amaliah	Tasya Aspiranti	Westi Riani		State Sukuk Potential In Reducing Indonesia Budget Deficit	ad_tasya@yahoo.com	Fak Ekonomi Universitas ISLAM BANDUNG
Paulina Harun				Structural Changes, Contributions Sectoral, Income per Capita Indonesia the Period 1990 - 2014	paulinaharun@yahoo.com	STIE Indonesia Jakarta
Supriyono				Influences: Third Party Fund, BOPO, Loan To Deposit Ratio, Return On Asset, Capital Adequasi Ratio, Non Performing Loan, SBI against Bank Lending to National Private Foreign Banks In Indonesia	blagado@gmail.com	STIE Perbanas
Wahidatul Huznami	Susi Retna Cahyaningtyas	Elin Erlina Sasati		Bank Risk Profile, Good Corporate Governance and Company Values In Banking Companies Go Public in Indonesia	wahidatul_huznami@yahoo.com	FE Univ Mataram
Nanang Shonhadji	Rizki Aleff Rahmanita	Vania putri Octavia	Triandina Wulandari	Banking Accounting Practices "Humanist": Phenomenology Analysis	nanang@perbanas.ac.id	STIE Perbanas Surabaya

Thursday August 25, 2016 Parallel Session 2

Room 3

Rahab	Nurul Anwar	Hermin Endratno		Indonesia Moslem Consumer's Intention To Use Sharia Banking Services: The Role Customer's Islamic Religiosity	rahab_inc@yahoo.co.id nurulanwar_unsoed@yahoo.co.id hermin.endratno@yahoo.co.id	Management department, Faculty of Economics and Business, Jenderal Soedirman University.
Zofia Rummel-Syska, PhD				Cross-Cultural Understanding a Job Career Imperative	zsyska@gmail.com	Assumption University of Thailand, Bangkok
Pongky	Fitria Milawati	Sutardin		Be a Winner, Marketing Strategy of Cukki Crafts in Asean Economic Community	Pongka_w@yahoo.co.id	IAIN Mataram
Faizatul Hikmah				Proposing Grand Strategy for Green Marketing in Indonesia	faizatul@perbanas.ac.id	STIE Perbanas
Endang Ruswati	Dodi RiaAtmaja			Effect Marketing Mix and Purchase Intention in Hypermarket Through Consumer Value Perception	endangruswanti@gmail.com	Magister Manajemen Universitas Esa Unggul
Romi Ilham	Djuwito			Android Application for Parking Management and Security System	romi_ilham@perbanas.ac.id	STIE Perbanas
Leonardo Bebe Bau Amaral				The Effect Of Market Share In The Third Party Fund, Fund Distribution, And Placement With Other Banks On The Profitability Of Banks In Timor Leste	leob2amaral@yahoo.co.id	Universidade da Paz (UNPAZ)
Dewi Ayu Wulandari	Tatik Sunyami			Service Quality, Satisfaction and Students' Loyalty on Master of Management Program in Surabaya	dewiayuwulandari68@gmail.com	Magister Manajemen STIE Perbanas Surabaya

HOW PERCEIVED ORGANIZATION SUPPORT AFFECT WORKING MOTIVATION OF THE EMPLOYEE OF BANKING INDUSTRY

Anthonius

Maranatha Christian University, Bandung, Indonesia

E-mail: anthony_partners@yahoo.com

ABSTRACT

There are many assumptions questioning what is the most valuable asset in a company. One aspect which cannot be ignored is human resources, which can be said, is one of the most invaluable asset in organization, for it is human resources who will makes sure that the company will run on its course fulfilling its objectives. Even in the field of accounting human resources can be categorize as an asset which can be calculated and capitalized regardless of the implementation constraints. Given the importance of human resources or employee, it is essential for the company to regard and to develop the human resources it has so that they have a high

motivation and would give a significant contribution to the company. The aspect of behaviour becomes the major concern regarding the development of human resources in a company. Employee perspective on how an organization value their contribution and caring for their welfare, are known as Perceived Organizational Support (POS). This research is to test how far

Perceived Organizational Support (POS) give a positive influence to one's working motivation who works on a banking industry as a marketer, an analyst, and accounting and finance. The result shows that Perceived Organizational Support (POS), affect one's working motivation who works in banking industry in Indonesia positively.

Key words: *Perceived Organizational Support, Motivation, Banking Industry*

“How perceived organization support affect employee’s work in Indonesian banking Industry“

Anthonius

Lecturer of economics majoring in accountancy

Maranatha Christian University

Bandung, Indonesia

Phone: +6287822110091

Email address: anthony_partners@yahoo.com

Abstract

Many people have different opinion regarding what is the biggest asset in the company. One thing that can not be ignored is human resources as an asset, one of the most important organizational asset is human resources, for it is human resources which make the organization runs well in accordance with the objectives of the organization. Even in the accounting, human resources can be classified as an asset and embodied in numbers and can be capitalized in spite of the constraints in its application. Given the importance of human resource assets in this case employee, then it is important for the company to pay attention and manage its human resources so that employees may have a high motivation to work resulting in significant increase of contribution to the company. Aspects of behavior becomes very important when we talk about the management of human resources within the company. Employee perspective of how the organization values their contributions and cares about their welfare, known as the perceived organizational support (POS). we examine the extent of how much perceived organizational support (POS) positively affect working motivation of an individual who works in the banking industry and works as a marketing analyst, accounting and finance. The results showed that perceived organizational support (POS) give a positive effect on working motivation of an individual who works in the banking industry in Indonesia

Keyword: perceived organizational support (POS), motivation, banking industry

Introduction

Many people have different opinion regarding what is the biggest asset in the company. Some argue that fixed assets are the most valuable asset in the company, another company said pursuing and ensuring current asset is the most important thing for the company. One company's goal would be different from others. One thing that can not be ignored is human resources as an asset, one of the most important organizational asset is human resources, for human resources, make the organization run well in accordance with the objectives of the organization (Sujanto, 2006). Even in accounting, human resources can be classified as an asset and embodied in numbers and can be capitalized in spite of the constraints in implementation (Islahuzaman, 2006). Given the importance of human resource as an assets (the employee), then it is important for the company to pay attention and manage its human resources. Aspects of behavior becomes very important when talking about the management of human resources within the company. Examples of good contribution to the company is to have employees who have the motivation to work very well. Many studies suggest that the motivation of an employee positively affect the performance of the employee in the company, as one study conducted by (Larasati & Alini, 2014), the result of the study suggests that working motivation influence employee's performance. One's motivation at work is influenced by various factors, one of which is the employee perspective of how the organization values their contributions and cares about their well-being, it is known as perceived organizational support (POS). we examine the extent of how positively POS affect on working motivation of an individual who works in the banking industry as marketing, analyst, accounting and finance.

Theoretical Framework and Hypothesis

Perceived organizational support (POS) is an employee perspective of how the organization values them and cares about their welfare, many research has been conducted on the field of study of perceived organizational support, the result of researches found that POS Significantly influence employee engagement, job satisfaction, and organizational commitment; while its impact on organizational citizenship behavior and turnover intentions is moderate (Ahmed & Muhammad, 2015). Another study found that perceived organizational support has a strong positive correlation with affective commitment. Individuals who feel valued and supported by their organizations, more emotionally attached to the organization and the profession as well (LaMastro, 1999). Research done by (Whitaker, 2011) indicated that perceived organizational support and job involvement play important roles in linking the feedback environment to supervisor reported feedback seeking behavior. Other researches and studies have found POS was significantly related to in-role performance (Byrne & Wayne, 2008). Another research conducted by (Neves & Robert, 2014) found that perceived oganizational support (POS) was positively related to failure-related trust among subordinates and supervisors which, in turn, was related to subordinates' risk taking. Research conducted by (Bukhari & Anila, 2015) showed that perceived organizational support significantly moderated the negative relationship between perceived organizational politics and affective commitment, while, it did not moderate the relationship between perceived organizational politics and organizational citizenship behavior. (Pathak, 2012) found that organizational role stress is negatively & significantly related with job satisfaction. Perceived

organizational support was found to lessen the stress level of the employees, thereby indirectly affecting job satisfaction. Other research found that employee's perception of organizational support and their dedication towards their work contributes significantly to their affective commitment. It was also found that engagement mediated the relationship between perceived organizational support and affective commitment (Gokul, et al., 2012).

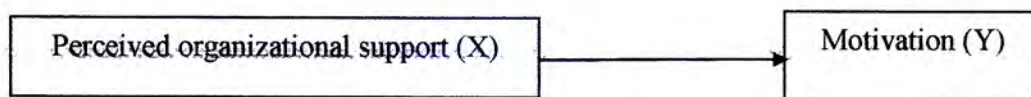
(Cinar, et al., 2011) said that an organization is effective to the degree to which it achieves its goals. In this sense, human element has a critical importance for organizations in today's competitive business environment. In order to make employees work efficiently and produce beneficial results to the organization, managers have to understand human behaviour. Motivation is an important part of understanding behaviour and is a tool with which managers can use in organizations to make people do what they want. The research conducted to investigate the effectiveness of intrinsic and extrinsic factors on employee motivation. The results findings of the study reveal that both intrinsic and extrinsic factors affect workers while they achieve their tasks. Another result is that intrinsic factors are more motivating than extrinsic factors.

Research conducted by (Muogbo, 2013) found that there was a significant relationship between employee motivation and workers performance, it shows that the type of motivation that given to workers in an organization has a significant effect on worker performance.

From the research findings explained above, the author argues that the perceived organizational support is closely related to behavioral aspects, aspects of the performance of the organization and motivation of employees in a company. Of the various existing present studies push the author to conduct research; how far aspects of perceived organizational support (POS) affect the motivation of employees who work in the banking industry and works as a marketing analyst, accounting and finance

The research hypothesis is as follows

(H1) perceived organization support positively affect working motivation



Research Method

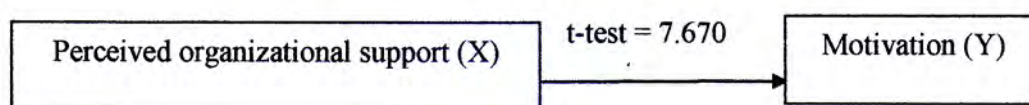
The research will use a simple regression test model to measure whether variable X will affect variable Y. For this study, descriptive analytical method will be proven with hypothetical test. Samples were taken from 46 respondents in Indonesian bank employee who works as a marketing analyst, accounting and finance. The questionnaire consist of 29 variable X questions and 22 variable Y questions.

Data Analysis and Discussion

The research data were taken using questionnaires, Samples were taken from 46 respondents in Indonesian bank. The result of the statistic test is shown on tables below.

validity test	all questions have Pearson correlation results > 0.3 and significant value is smaller than 0.05 (valid)
Reliability Statistics X	Cronbach's Alpha 0.933
Reliability Statistics Y	Cronbach's Alpha 0.921
Normality test	One-Sample Kolmogorov-Smirnov Test (0.816)
ANOVA	Sig. 0.000
R Square	0.572
Adjusted R Square	0.562
t- test POS	7.670 Sig 0.000

The statistic's reliability is 0.933 and 0.927. The number of cronbach alpha in the range of 0.70 is acceptable, while above 0.80 is pleasing (Sekaran, 2006). Along with the opinion of some experts such as (Nunnally, 1978) that is: preliminary research is recommended at 0.70, basic research at 0.80 and applied research at 0.90-0.95. For the validity, the results of Pearson correlation test discovered that all questions have Pearson correlation results > 0.3 and significant value is smaller than 0.05 so the whole question is valid (Ghozali, 2009). Normality test aim is to test whether the regression model, the independent variables and the dependent variable will have a normal distribution or not. The test results indicate normality Asymp results. Sig. (2-tailed) of $0.816 \geq 0.05$, this proves that the variable is distribute normally (Ghozali, 2009). The results of ANOVA models show the numbers sig $0.000 \leq 0.05$, proving the accuracy of the regression function in this study (Ghozali, 2009).



Hypothesis test results prove that the $\text{sig} \leq 0.05$ (α). It is proven that the variable X has a significant influence on the variable Y (Ghozali, 2009). In the testing of hypothesis research, samples are taken from 46 Samples were taken from 46 respondents in Indonesian bank employee who works as a marketing analyst, accounting and finance, show that POS positively affect worker's working motivation.

The results of regression test shows that R-square are 0.572 or 57.2%. In the testing of research hypothesis, samples are taken from 46 respondents. Based on the calculations of the data is, it shows how much the variable X Affect variable Y, amounted to 57.2%.

Questions regarding perceived organizational support in this study was adapted from questions in theory (Eisenberger & Robin, 1986). Perceived organizational support (POS) is an employee perceptions of how the organization values their contributions and cares about their welfare. employees have perspective on how the organization appreciates the contribution that employees provide for the welfare of his (organization), employees assume that if an organization can hire someone to replace them with lower salary, then the organization will not do so, employees possessed the perspective that the organization is successful in appreciating the extra effort they are doing, fully respect the organization goals and their values, the organization will understand that employees take a long absence due to health conditions, employees feel the organization will consider their interests when making decisions that will affect them. Assistance will be provided by the organization when employees need help, the Organization is concerned with the state of the employees. Organizations are willing to help their employees to be able to work with all the capabilities they have. The organization will accept the employee's absence when personal matter become the reason. Organizations will excuse the inadvertent errors employee did. the organization will not replace the employee in question when the employee's performance is reduced, even only slightly. Organization presents a great opportunity for employees to get a promotion, the employee has to do his job as best as possible, and the organization will notice. Organizations will submit a reasonable request to change the terms of employment of its employees. The organization will be willing to help when employees need special assistance. Organizations concerned with the employee satisfaction at work. If given the opportunity, the organization will take advantage of employees. Employees feel that if they decide to resign, the organization will persuade him to stay. Employees have the pespective that organizations care about their opinions and are proud of the achievements that they have achieved in their work. Employees possessed the perception that the organization is more concerned their employee compared to the profit obtained and will understand when they could not have completed the job on time. If the organization gain a big advantage, then the employee salary increases will be considered. Organizations is paying heed to employee's decent salary and the organization wants to give me a job that matches their qualifications. Employees also have the perception that organizations are trying to make their work interesting and supervisor feel proud of the employee who has been part of the organization.

The results showed that the POS has a positive effect on employee motivation, working motivation is an impluse within individual which push oneself to work. How strong the impulse is determined by the individual's attitude towards work and the environment in which he works. When people have a positive attitude towards work and the environment in which he works, the working motivation is relatively high compared to individuals with negative attitude. Thus the motivation to work can be measured by individual attitudes toward work and the work environment. Dimensions of work that generally exist within the organization, among others: (1) Employment, (2) salary / wages, (3) Co-workers, (4) Superior (5) career opportunities, (6) the physical working environment. Employees feel that the job is now enjoyable. They have opinions that tasks in the job are not bored and makes them feel meaningful, they also argue that the current job they are doing according to their interest and they will fight hard to keep the job they have now. Employees

also loves his current job and take pride in the job. They are eager to do the work and if they have to resign from the organization, they will try to find a job similar to a job they do now. They also argue that the salary / wages provided by the organization is relatively adequate to meet basic living (food, drink, and clothing), compared to other similar organizations, salary / wages given to their organization better. Employees found with their current income, they are reluctant to leave the job.

From the dimensions of colleagues, they feel that their colleagues can be invited to cooperate and make them feel at home working and are not willing to leave the jobs they have now. The employee argued that his boss is a good leader and felt that they could make a career out well in organizations where they now work.

Employees found career paths in their workplace is clear and bright, and they can accept the rules or policies that have been applied to the organization in terms of career employees. They feel having a healthy working environment and work in their organization is good.

Conclusion, Implication, Suggestions, and Limitations

Based on the samples taken from individuals working in the banking industry and worked as marketing, analyst, accounting and finance. The results showed that the perceived organization support positively affect working motivation. The implications that can be applied is that the management of the banking sector is expected to consider organizational support, especially in the aspects of behavior and its relationship with perceived organizational support of its employees, this is because of perceived organizational support of that individu or employee have a significant impact on work motivation of the individual.

Researchers suggest that the company should hold a forum / interview / counseling to employees who have to know what improvements you want employees to support organizational improvements that had been working in the company.

This study has restrictions / limitations that only test one variable perceived organizational support on employee motivation, there may be aspects of the / other variables that affect employee motivation.

References

- Ahmed, Ishfaq., Muhammad, Musarrat. 2015. Antecedents and outcomes of perceived organizational support: a literature survey approach. *Journal of Management Development*, Vol. 34 No. 7, 2015, pp. 867-880, DOI 10.1108/JMD-09-2013-0115.
- Bukhari, Imran., Anila, Kamal. 2015. Relationship between perceived organizational politics and its negative outcomes: moderating role of perceived organizational support. *Pakistan Journal of Psychological Research*, 2015, Vol. 30, No. 2, 271-288.

- Byrne, Zinta., Wayne, A, Hochwarter. 2008. Perceived organizational support and performance Relationships across levels of organizational Cynicism. *Journal of Managerial Psychology*, Vol. 23 No. 1, 2008, pp. 54-72, DOI 10.1108/02683940810849666.
- Cinar, Orhan.,Çetin, Bektas., Imran, Aslan.2011. A Motivation study on the effectiveness of intrinsic and extrinsic factors. *Economics and Management*: 2011. 16, ISSN 1822-6515
- Einsenberger, Robert., Robin., Huntington. 1986. Perceived organizational support. *Journal of applied psychology*, 1986, vol 71 no 3, 500-507.
- Ghozali, Imam. (2009), "Multivariate Application With SPSS Program", Badan Penerbit Universitas Diponegoro: Semarang.
- Gokul,A., G, Sridevi., P,T, Srinivasan. 2012. The relationship between perceived organizational support, work engagement and affective commitment. *AMET International Journal of Management*, ISSN: 2231 – 6779 / July – Dec 2012.
- Islahuzaman. 2006. Human resources accounting and its implementation constraints. *Akuntansi. Jurnal bisnis, manajemen dan ekonomi* volume 8 no 1 agustus 2006.
- LaMastro, Valerie.1999.Commitment and perceived organizational support. *National forum of applied educational research journal* vome 12, number 3, 1999.
- Larasati, Sindi., Alini, Gilang. 2014. Working motivation effect on employee's performance at Telkom Jabar Barat Utara (Witel Bekasi). *Jurnal Manajemen dan Organisasi* Vol V, No 3, Desember 2014.
- Muogbo, U,S. 2013. The Impact of Employee Motivation On Organisational Performance (A Study Of Some Selected Firms In Anambra State Nigeria). *The International Journal Of Engineering And Science (IJES)* , ,Volume 2, Issue 7, Pages 70-80, 2013, ISSN(e): 2319 – 1813.
- Neves, Pedro., Robert, Eisenberger. 2014.Perceived organizational support and risk taking. *Journal of Managerial Psychology*, Vol. 29 No. 2, 2014, pp. 187-205, DOI 10.1108/JMP-07-2011-0021
- Nunnaly, J.C. (1978), "Psychometric Method". McGraw-Hill: New York.
- Pathak, Deepti. 2012. Role of perceived organizational support on stress-satisfaction relationship: An empirical study. *Asian journal of management research*. Volume 3 issue 1, 2012. ISSN 2229-2795
- Sekaran, uma. (2006),"Research Methodology In Business", Salemba Empat: Jakarta.
- Sujanto, Alex. 2006. Human resources management with competence as its basis.. *INFOKAM* Nomor I / Th. II / Maret / 06

Whitaker.,Brian. 2011. Linking the feedback environment to feedback seeking through perceptions of organizational support and job involvement. *International journal of organization theory and behavior*, 14 (3), 385-404.