

RINGKASAN

Penelitian ini bertujuan untuk menganalisis pengaruh job anxiety, workplace incivility, dan workplace ostracism terhadap kinerja anggota organisasi kemahasiswaan di Universitas Jenderal Soedirman. Penelitian menggunakan pendekatan kuantitatif dengan metode survei terhadap 129 responden anggota organisasi kemahasiswaan. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM–PLS).

Evaluasi model dilakukan melalui uji *outer model* untuk menilai validitas dan reliabilitas konstruk, serta *uji inner model* untuk menguji hubungan antar variabel laten. Pengujian hipotesis dilakukan menggunakan metode *bootstrapping*. Hasil analisis menunjukkan bahwa seluruh konstruk memenuhi kriteria validitas dan reliabilitas, serta model struktural memiliki kemampuan penjelasan yang memadai.

Hasil pengujian hipotesis membuktikan bahwa *Workplace Ostracism*, *Workplace Incivility*, dan *Job Anxiety* dan berpengaruh signifikan terhadap kinerja anggota organisasi, sehingga seluruh hipotesis penelitian dinyatakan diterima. Temuan ini menegaskan pentingnya pengelolaan kondisi psikologis dan kualitas interaksi sosial dalam meningkatkan kinerja anggota organisasi kemahasiswaan.

Penelitian ini diharapkan dapat menjadi referensi bagi pengembangan kajian perilaku organisasi serta bahan pertimbangan praktis dalam menciptakan lingkungan organisasi mahasiswa yang lebih kondusif.

Kata Kunci: Kinerja Anggota Organisasi, Workplace Ostracism, Workplace Incivility, Job Anxiety.

SUMMARY

This study aims to examine the effects of job anxiety, workplace incivility, and workplace ostracism on the performance of student organization members at Universitas Jenderal Soedirman. The research employs a quantitative approach using a survey method involving 129 respondents who are members of student organizations. Data were collected through questionnaires and analyzed using Structural Equation Modeling–Partial Least Squares (SEM–PLS).

Model evaluation was conducted through outer model testing to assess construct validity and reliability, followed by inner model testing to examine the relationships among latent variables. Hypothesis testing was performed using the bootstrapping method. The results indicate that all constructs meet the required validity and reliability criteria, and the structural model demonstrates adequate explanatory power.

The hypothesis testing results reveal that job anxiety, workplace incivility, and workplace ostracism have significant effects on the performance of organization members, leading to the acceptance of all proposed hypotheses. These findings highlight the importance of managing psychological conditions and the quality of social interactions in enhancing the performance of student organization members.

This study is expected to serve as a reference for future research in organizational behavior and as practical input for creating a more conducive environment within student organizations.

Keyword: Kinerja Anggota Organisasi, Workplace Ostracism, Workplace Incivility, Job Anxiety.