

Public Service Motivation on Job Satisfaction: Individual-Organisation Fit as a Mediation Variable

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ABSTRACT

The majority of research on public service motivation (PSM), which shows a favorable link with work satisfaction, is done in advanced nations. PSM research in the public sector in developing countries, particularly Indonesia, is also needed to better understand human resource management in contexts that differ from those in developed countries. PSM has to be evaluated in other socio-cultural contexts, in addition to studies undertaken in the United States, Europe, Australia, South Korea, and China, to acquire an overview of PSM from different perspectives (Perry & Vandenberg, 2015; Kim et al., 2013). According to the ASEAN Foundation's 2022 investigation, 48 out of 186 respondents, or 48% of Indonesian youth, want to be civil officials. The findings map the intended work interest preferences, with civil servants having the highest job interest. These different pieces of evidence suggest that civil officials are still seen as desirable employment in Indonesia. Multiple studies over the last few decades have found evidence that public sector employees motivated to serve the public have work attitudes that benefit the organization, particularly in terms of job satisfaction, when compared to employees who do not pursue public-serving-oriented motives (Harari et al., 2017; Homberg et al., 2015).

Keywords: public service motivation, job satisfaction, person-organization fit, public sector