

ABSTRAK

PENGARUH DUKUNGAN ORGANISASIONAL, KOMITMEN ORGANISASIONAL, DAN MOTIVASI KERJA TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR
Studi pada karyawan CV. Andi Offset Yogyakarta

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh dukungan organisasional, komitmen organisasional, dan motivasi kerja terhadap *organizational citizenship behavior*, 2) pengaruh dukungan organisasional terhadap *organizational citizenship behavior*, 3) pengaruh komitmen organisasional terhadap *organizational citizenship behavior*, 4) pengaruh motivasi kerja terhadap *organizational citizenship behavior*. Teknik pengambilan sampel dalam penelitian ini menggunakan *purposive sampling*. Data diperoleh dengan membagikan kuesioner terhadap 79 karyawan CV. Andi Offset Yogyakarta. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis regresi linier berganda dengan menggunakan aplikasi IBM SPSS 26. Hasil yang diperoleh dari penelitian ini adalah: 1) dukungan organisasional, komitmen organisasional, dan motivasi kerja berpengaruh terhadap *organizational citizenship behavior*, 2) dukungan organisasional berpengaruh terhadap *organizational citizenship behavior*, 3) komitmen organisasional tidak berpengaruh terhadap *organizational citizenship behavior*, 4) motivasi kerja berpengaruh terhadap *organizational citizenship behavior*.

Kata kunci: Dukungan Organisasional, Komitmen Organisasional, Motivasi Kerja, *Organizational Citizenship Behavior*.

ABSTRACT

THE EFFECT OF ORGANIZATIONAL SUPPORT, ORGANIZATIONAL COMMITMENT, AND WORK MOTIVATION ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR

Study on employees of CV. Andi Offset Yogyakarta

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This study aims to determine: 1) the effect of organizational support, organizational commitment, and work motivation on organizational citizenship behavior, 2) the effect of organizational support on organizational citizenship behavior, 3) the effect of organizational commitment on organizational citizenship behavior, 4) the effect of work motivation on organizational citizenship behavior. The sampling technique in this study used purposive sampling. Data obtained by distributing questionnaires to 79 employees of CV. Andi Offset Yogyakarta. The data analysis technique used in this study is multiple linear regression analysis which was processed using the IBM SPSS 26 application. The results obtained from this study are: 1) organizational support, organizational commitment, and work motivation affect organizational citizenship behavior, 2) organizational support has an effect on organizational citizenship behavior, 3) organizational commitment has no effect on organizational citizenship behavior, 4) work motivation affects organizational citizenship behavior.

Keyword: Organizational Support, Organizational Commitment, Work Motivation, Organizational Citizenship Behavior