

ABSTRAK

PENGARUH PROFESSIONAL COMMITMENT , ORGANIZATIONAL SUPPORT, DAN ORGANIZATIONAL COMMITMENT TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)

Ruth Mey Lani Chandra
Prodi Manajemen Fakultas Ekonomi
Universitas Sanata Dharma
Yogyakarta
2024

Penelitian ini bertujuan untuk mengetahui : (1) Pengaruh *Professional Commitment, Organizational Support*, dan *Organizational Commitment* terhadap *Organizational Citizenship Behavior* (OCB), (2) Pengaruh *Professional Commitment* terhadap *Organizational Citizenship Behavior*, (3) Pengaruh *Organizational Support* terhadap *Organizational Citizenship Behavior*, (4) Pengaruh *Organizational Commitment* terhadap *Organizational Citizenship Behavior*. Teknik pengambilan sampel menggunakan *Saturation Sampling*. Data yang diperoleh melalui penyebaran dengan menggunakan kuesioner kepada 30 karyawan di CV Cahaya Edie Makmur Palembang. Teknik analisis data yang digunakan dalam penelitian adalah analisis deskriptif, uji asumsi klasik, regresi linear berganda, dan uji hipotesis dengan menggunakan program aplikasi SPSS 25.0. Hasil penelitian ini menunjukkan bahwa: (1) *Professional Commitment* tidak berpengaruh terhadap *Organizational Citizenship Behavior*, (2) *Organizational Support* berpengaruh terhadap *Organizational Citizenship Behavior*, (3) *Organizational Commitment* tidak berpengaruh terhadap *Organizational Citizenship Behavior*.

Kata Kunci: *Professional Commitment, Organizational Support, Organizational Commitment, Organizational Citizenship Behavior*

ABSTRACT

**THE INFLUENCE OF PROFESSIONAL COMMITMENT,
ORGANIZATIONAL SUPPORT, AND ORGANIZATIONAL
COMMITMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(OCB)**

Ruth Mey Lani Chandra
Management Study Program, Economics Faculty
Sanata Dharma University
Yogyakarta
2024

This research aims to determine: (1) The influence of Professional Commitment, Organizational Support, and Organizational Commitment on Organizational Citizenship Behavior (OCB), (2) The influence of Professional Commitment on Organizational Citizenship Behavior, (3) The influence of Organizational Support on Organizational Citizenship Behavior, (4) The Influence of Organizational Commitment on Organizational Citizenship Behavior. The sampling technique uses Saturation Sampling. Data obtained through distribution using a questionnaire to 30 employees at CV Cahaya Edie Makmur Palembang. The data analysis techniques used in the research are descriptive analysis, classical assumption testing, multiple linear regression, and hypothesis testing using the SPSS 25.0 application program. The results of this research show that: (1) Professional Commitment does not influence Organizational Citizenship Behavior, (2) Organizational Support influences on Organizational Citizenship Behavior, (3) Organizational Commitment has no on Organizational Citizenship Behavior.

Keywords: Professional Commitment, Organizational Support, Organizational Commitment, Organizational Citizenship Behavior