ABSTRACT

ANALYSIS IMPACT OF OCB (ORGANIZATIONAL CITIZENSHIP BEHAVIOR) OF ORGANIZATION COMMITMENT EMPLOYEES IN THE DEPARTMENT OF MINES AND ENERGY TANGGAMUS

By
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Low organizational commitment can be influenced by various factors, including the behavior of employees. One of the behaviors that can affect organizational commitment is organizational or societal behavior Organizational Citizenship Behavior (OCB).

The purpose of this study was to determine the effect of Organizational Citizenship Behavior (OCB) on employee organizational commitment Department of Mines and Energy Tanggamus.

This study is a descriptive analysis with a quantitative approach using linear regression analysis. Samples were used as respondents in this study were all employees (40 people) who work at the Department of Mines and Energy Environment Tanggamus. Primary data was collected through interviews using questionnaires. To determine the effect of partially independent variables on the dependent variable and the t test was used to determine the data has spread normally used test for normality.

The results showed that the variables Organizational Citizenship Behavior (OCB) significant and positive impact on employee organizational commitment variables partially. Results of linear regression analysis showed that R-squer of this study was 0.772, which means the influence of the independent variable on the dependent variable in this study can be explained by 77.2%, while the remaining 22.8% is explained by other variables outside the study. Normality test results showed that all of the data in this study has been shown to be normally distributed with the image histogram that form patterns and pictures bells dalam plot points are located along the diagonal line.

Key Words: Organizational Citizenship Behavior (OCB), Organizational Commitment, Linear Regression, Normality Test.