

**Pengaruh Kepuasan Kerja, Komitmen Organisasional, dan *Job Insecurity* terhadap *Organizational Citizenship Behaviour (OCB)* (Studi pada Pegawai Non-PNS Kementerian Sosial RI)**

**disusun oleh**

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**Abstrak**

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui bagaimana pengaruh kepuasan kerja, komitmen organisasional, dan *job insecurity* terhadap *Organizational Citizenship Behaviour (OCB)*. Populasi dalam penelitian ini adalah pegawai honorer Direktorat Jenderal Perlindungan dan Jaminan Sosial, Kementerian Sosial Republik Indonesia. Sampel yang digunakan sebesar 75 responden dengan menggunakan teknik *probability sampling*, khususnya *simple random sampling*. Teknik pengumpulan data dalam penelitian ini ialah dengan menggunakan kuesioner. Teknik analisis data yang digunakan ialah metode analisis *Partial Least Square (PLS)*. Hasil penelitian menunjukkan bahwa: 1) Kepuasan Kerja berpengaruh signifikan terhadap *Organizational Citizenship Behavior (OCB)* dengan nilai koefisien jalur sebesar 0.259; 2) Komitmen Organisasional berpengaruh signifikan terhadap *Organizational Citizenship Behavior (OCB)* dengan nilai koefisien jalur sebesar 0.777; dan 3) *Job Insecurity* menunjukkan pengaruh yang tidak signifikan dan memiliki hubungan negatif terhadap *Organizational Citizenship Behavior (OCB)* dengan nilai koefisien jalur sebesar -0.071.

Kata Kunci: kepuasan kerja, komitmen organisasional, *job insecurity*, *organizational citizenship behaviour (OCB)*

***the Effects of Job Satisfaction, Organizational Commitment, and Job Insecurity  
on Organizational Citizenship Behavior (OCB)  
(Study of Non Civil Servant Employees at the Ministry of Social Affairs  
Republic of Indonesia)***

*by*

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***Abstract***

*This research is a quantitative research that aims to find out how the influence of job satisfaction, organizational commitment, and job insecurity on Organizational Citizenship Behavior (OCB). The population in this study were honorary employees of the Directorate General of Social Protection and Security, Ministry of Social Affairs Republic of Indonesia. The sample used was 75 respondents using probability sampling techniques, specifically simple random sampling. Data collection techniques in this study is a questionnaire. The data analysis technique used is the Partial Least Square (PLS) analysis method. The results showed that: 1) Job Satisfaction had a significant effect on Organizational Citizenship Behavior (OCB) with a path coefficient value 0.259; 2) Organizational Commitment has a significant effect on Organizational Citizenship Behavior (OCB) with a path coefficient value 0.777; and 3) Job Insecurity shows insignificant effect and has a negative relationship with Organizational Citizenship Behavior (OCB) with a path coefficient value -0.071.*

*Keywords: job satisfaction, organizational commitment, job insecurity, organizational citizenship behavior (OCB)*