

***The Influence of Work Motivation and Work Environment on
Organizational Citizenship Behavior with Organizational
Commitment as a Mediation Variable of Employee's BPPSDMP
Agency of the Ministry of Agriculture***

By M. Farhan Qian Al Ghozy

Abstract

This research is a quantitative study aimed at investigating the influence of work motivation and work environment on organizational citizenship behavior with organizational commitment as a mediating variable at the Center for Agricultural Human Resource Development and Empowerment (PPSDMP) under the Ministry of Agriculture. The sample of this study consists of 70 respondents who are employees of the Central Office of BPPSDMP at the Ministry of Agriculture, selected using the simple random sampling method. The data analysis technique is Structural Equation Modeling (SEM) based on Partial Least Squares (PLS). The research findings indicate that (1) work motivation has a positive and significant impact on organizational citizenship behavior; (2) the work environment has a positive and significant impact on organizational citizenship behavior; (3) organizational commitment has a positive and significant impact on organizational citizenship behavior; (4) organizational commitment positively and significantly mediates the influence of work motivation on organizational citizenship behavior; and (5) organizational commitment positively and significantly mediates the influence of the work environment on organizational citizenship behavior.

Keywords: *work motivation, work environment, organizational commitment, organizational citizenship behavior*

**Pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap
Organizational Citizenship Behavior Dengan Komitmen Organisasi
Sebagai Variabel Mediasi Pegawai BPPSDMP Kementerian
Pertanian**

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh motivasi kerja dan lingkungan kerja terhadap *organizational citizenship behavior* dengan komitmen organisasi sebagai variabel mediasi pada PPSDMP Kementerian Pertanian. Sampel penelitian ini berjumlah 70 responden yang merupakan pegawai Kantor Pusat BPPSDMP Kementerian Pertanian dengan teknik pengambilan sampel menggunakan metode *simple random sampling*. Teknik analisis data yang digunakan adalah SEM berbasis PLS. Hasil penelitian menunjukkan (1) motivasi kerja berpengaruh secara positif dan signifikan terhadap *organizational citizenship behavior*, (2) lingkungan kerja berpengaruh secara positif dan signifikan terhadap *organizational citizenship behavior*, (3) komitmen organisasi berpengaruh secara positif dan signifikan terhadap *organizational citizenship behavior*, (4) komitmen organisasi secara positif dan signifikan memediasi pengaruh motivasi kerja terhadap *organizational citizenship behavior*, (5) komitmen organisasi secara positif dan signifikan memediasi pengaruh lingkungan kerja terhadap *organizational citizenship behavior*.

Kata Kunci: motivasi kerja, lingkungan kerja, komitmen organisasi, *organizational citizenship behavior*