

Organizational Citizenship Behavior With Organizational Commitment as a Mediation Variable at PT XYZ

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Abstract

This research aims to examine the influence of self-efficacy and career development on organizational citizenship behavior with organizational commitment as a mediating variable among employees of PT XYZ. The study employs a quantitative method with 86 respondents as the sample. Descriptive and inferential data analysis techniques are used, and the data analysis process is conducted using SmartPLS 4.0. The results of the testing reveal that (1) self-efficacy has a significant effect on organizational citizenship behavior, (2) career development does not influence organizational citizenship behavior, (3) organizational commitment significantly mediates the influence of self-efficacy on organizational citizenship behavior, (4) organizational commitment significantly mediates the influence of career development on organizational citizenship behavior, and (5) organizational commitment significantly influences organizational citizenship behavior.

Keywords: *self-efficacy, career development, organizational citizenship behavior, and organizational commitment*

Organizational Citizenship Behavior Dengan Komitmen Organisasi Sebagai Variabel Mediasi Pada PT XYZ

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh efikasi diri dan pengembangan karir terhadap *organizational citizenship behavior* dengan komitmen organisasi sebagai variabel mediasi pada pegawai PT XYZ. Penelitian ini menggunakan metode kuantitatif dengan 86 responden sebagai sampel. Penelitian ini menggunakan teknik analisis data deskriptif dan inferensial serta proses analisis data dilakukan dengan SmartPLS 4.0. Hasil dari pengujian diperoleh (1) efikasi diri berpengaruh dan signifikan terhadap *organizational citizenship behavior*, (2) pengembangan karir tidak berpengaruh terhadap *organizational citizenship behavior*, (3) komitmen organisasi berpengaruh dan signifikan memediasi pengaruh efikasi diri terhadap *organizational citizenship behavior*, (4) komitmen organisasi berpengaruh dan signifikan memediasi pengaruh pengembangan karir terhadap *organizational citizenship behavior*, (5) komitmen organisasi berpengaruh dan signifikan terhadap *organizational citizenship behavior*.

Kata kunci: efikasi diri, pengembangan karir, *organizational citizenship behavior*, dan komitmen organisasi