

# **THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT, JOB INVOLVEMENT, AND ORGANIZATIONAL COMMITMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF GENERATION Z EMPLOYEES IN SOUTH JAKARTA**

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## ***Abstract***

*This research is a quantitative study with the aim of examining the effect of perceived organizational support, job involvement, and organizational commitment on organizational citizenship behavior with generation Z employees in South Jakarta as the object of research with a total of 100 respondents. Testing was carried out using the SmartPLS 4.0 application with descriptive and inferential data analysis techniques. The results of hypothesis testing show that perceived organizational support has a significant effect on organizational citizenship behavior. Furthermore, from the results of hypothesis testing conducted on job involvement does not have an influence on organizational citizenship behavior. The results of hypothesis testing conducted show that organizational commitment does not have an influence on organizational commitment. While hypothesis testing conducted on perceived organizational support, job involvement, and organizational commitment, simultaneously affect organizational citizenship behavior in generation Z employees in South Jakarta.*

**Keyword:** *Organizational Citizenship Behavior, Perceived Organizational Support, Job Involvement, Organizational Commitment*

# **PENGARUH PERSEPSI DUKUNGAN ORGANISASI, KETERLIBATAN PEKERJAAN, DAN KOMITMEN ORGANISASIONAL TERHADAP PERILAKU KEWARGAAN ORGANISASI DENGAN KARYAWAN GENERASI Z DI JAKARTA SELATAN**

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## **Abstrak**

Penelitian ini merupakan penelitian kuantitatif dengan tujuan untuk menguji pengaruh persepsi dukungan organisasi, keterlibatan pekerjaan, dan komitmen organisasional terhadap perilaku kewargaan organisasi dengan karyawan generasi Z di Jakarta Selatan sebagai objek dari penelitian dengan jumlah sebanyak 100 responden. Pengujian dilakukan dengan menggunakan aplikasi SmartPLS 4.0 dengan Teknik analisis data deskriptif dan inferensial. Hasil uji hipotesis menunjukkan bahwa perceived organizational support, memberikan pengaruh signifikan terhadap organizational citizenship behavior. Selanjutnya, dari hasil uji hipotesis yang dilakukan pada job involvement tidak memberikan pengaruh terhadap organizational citizenship behavior. Hasil uji hipotesis yang dilakukan menunjukkan bahwa organizational commitment tidak memberikan pengaruh terhadap organizational commitment. Sedangkan pengujian hipotesis yang dilakukan pada perceived organizational support, job involvement, dan organizational commitment, berpengaruh secara simultan terhadap organizational citizenship behavior pada karyawan generasi Z di Jakarta Selatan.

**Kata Kunci:** Organizational Citizenship Behavior, Perceived Organizational Support, Job Involvement, Organizational Commitment