

***The Influence of Work Environment, Work Life Balance, and Employee Engagement on Organizational Citizenship Behavior (OCB) of Generation Y in the DKI Jakarta Technology Industry***

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***Abstract***

*This research is a quantitative study with the aim of knowing and proving the influence between the work environment, work life balance, and employee engagement on Organizational Citizenship Behavior (OCB). The study used a sample of 100 respondents of generation Y employees of the DKI Jakarta technology industry. The sample selection uses saturated samples which are part of the research population. The data analysis technique in this study uses descriptive analysis, validity test, reliability test, t test, determination coefficient test, and goodness of fit test with SmartPLS 4.0 software and a significance level of 5% (0.05). The results of the research testing are (1) there is a positive and significant effect of work environment on Organizational Citizenship Behavior (OCB), (2) there is a positive and significant effect of work life balance on Organizational Citizenship Behavior (OCB), (3) there is no effect of employee engagement on Organizational Citizenship Behavior (OCB).*

**KeyWord:** *technology, work environment, work life balance, employee engagement, Organizational Citizenship Behavior.*

**Pengaruh Lingkungan Kerja, *Work Life Balance* dan *Employee Engagement*  
Terhadap *Organizational Citizenship Behavior* (OCB) Generasi Y Pada  
Industri Teknologi DKI Jakarta**

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**Abstrak**

Penelitian ini merupakan penelitian kuantitatif dengan tujuan mengetahui dan membuktikan pengaruh antara lingkungan kerja, *work life balance*, dan *employee engagement* terhadap *Organizational Citizenship Behavior* (OCB). Penelitian menggunakan sampel sebanyak 100 responden karyawan generasi Y industri teknologi DKI Jakarta. Pemilihan sampel menggunakan sampel jenuh yang merupakan bagian dari populasi penelitian. Teknik analisis data dalam penelitian ini menggunakan analisis deskriptif, uji validitas, uji reliabilitas, uji t, uji koefisien determinasi, dan *uji goodness of fit* dengan *software SmartPLS* 4.0 dan tingkat signifikansi 5% (0,05). Hasil dari pengujian penelitian yaitu (1) terdapat pengaruh positif dan signifikan lingkungan kerja terhadap *Organizational Citizenship Behavior* (OCB), (2) terdapat pengaruh positif dan signifikan *work life balance* terhadap *Organizational Citizenship Behavior* (OCB), (3) tidak terdapat pengaruh *employee engagement* terhadap *Organizational Citizenship Behavior* (OCB).

**Kata Kunci:** teknologi, lingkungan kerja, *work life balance*, *employee engagement*, dan *Organizational Citizenship Behavior*.