

**Pengaruh *Employee Engagement*, *Job Crafting*, Dan Etos Kerja Terhadap
Organizational Citizenship Behaviour Pada Karyawan PT XYZ**

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Abstrak

Penelitian ini bertujuan untuk menganalisis dan membuktikan dampak dari *Employee Engagement*, *Job Crafting*, dan Etos Kerja terhadap *Organizational Citizenship Behavior* (OCB) di kalangan karyawan PT XYZ. Metode yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan pengumpulan data menggunakan kuesioner skala Likert yang diberikan kepada 40 karyawan. Analisis data dilakukan dengan serangkaian uji seperti uji validitas, uji reliabilitas, R-square, analisis jalur, uji T, serta uji signifikansi hubungan antar variabel, yang semua diproses dengan aplikasi SmartPLS 3.0. Hasil penelitian menunjukkan bahwa: (1) *Employee Engagement* memiliki pengaruh positif terhadap OCB, (2) *Job Crafting* turut berkontribusi terhadap OCB, dan (3) Etos Kerja mempengaruhi OCB. Secara keseluruhan, penelitian ini menyimpulkan bahwa ketiga faktor tersebut berpengaruh signifikan terhadap OCB karyawan PT XYZ. Oleh karena itu, disarankan agar perusahaan fokus meningkatkan ketiga aspek tersebut untuk memperkuat kontribusi positif karyawan terhadap organisasi.

Kata kunci: *Employee Engagement*, Etos Kerja, *Job Crafting*, , *Organizational Citizenship Behavior* (OCB)

***The Influence Of Employee Engagement, Job Crafting, And Work Ethic On
Organizational Citizenship Behavior At PT XYZ***

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Abstract

This study aims to analyze and prove the impact of Employee Engagement, Job Crafting, and Work Ethic on Organizational Citizenship Behavior (OCB) among employees of PT XYZ. The method used in this study is a quantitative approach with data collection using a Likert scale questionnaire given to 40 employees. Data analysis was carried out with a series of tests such as validity tests, reliability tests, R-square, path analysis, T-tests, and significance tests of relationships between variables, all of which were processed with the SmartPLS 3.0 application. The results of the study indicate that: (1) Employee Engagement has a positive influence on OCB, (2) Job Crafting contributes to OCB, and (3) Work Ethic affects OCB. Overall, this study concludes that these three factors have a significant influence on OCB of PT XYZ employees. Therefore, it is recommended that companies focus on improving these three aspects to strengthen employees' positive contributions to the organization.

Keywords: *Employee Engagement, Job Crafting, Organizational Citizenship Behavior (OCB), Work Ethic*