

ABSTRAK

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Pengaruh Budaya Organisasi Dan Motivasi Terhadap *Organizational Citizenship Behavior* (OCB) Dengan Komitmen Organisasi Sebagai Variabel Mediasi Pada Karyawan Gen Z Di Wilayah DKI JAKARTA Serta Tinjauannya Menurut Sudut Pandang Islam

Uraian Abstrak

Penelitian ini dilakukan bertujuan untuk menganalisis Budaya Organisasi Dan Motivasi Terhadap *Organizational Citizenship Behavior* (OCB) Dengan Komitmen Organisasi Sebagai Variabel Mediasi Pada Karyawan Gen Z Di Wilayah DKI JAKARTA Serta Tinjauannya Menurut Sudut Pandang Islam. Populasi dalam penelitian ini adalah seluruh karyawan Gen Z di wilayah DKI JAKARTA. Teknik pengambilan sampel yang digunakan adalah *representative*. Jumlah sampel pada penelitian ini sebanyak 140. Data dikumpulkan menggunakan kuesioner. Metode analisis data yang digunakan yaitu analisis *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa : (1) Budaya Organisasi berpengaruh positif dan signifikan terhadap Komitmen Organisasi. (2) Motivasi berpengaruh positif dan signifikan terhadap Komitmen Organisasi. (3) Komitmen Organisasi berpengaruh positif dan signifikan terhadap OCB. (4) Budaya Organisasi berpengaruh positif dan signifikan terhadap OCB. (5) Motivasi berpengaruh negatif dan signifikan terhadap OCB. (6) Komitmen Organisasi Memediasi berpengaruh Budaya Organisasi negatif dan signifikan terhadap OCB. (7) Motivasi Memediasi Komitmen Organisasi berpengaruh positif dan signifikan terhadap OCB. Dalam islam Budaya Organisasi Dan Motivasi Terhadap *Organizational Citizenship Behavior* (OCB) Dengan Komitmen Organisasi Menurut Sudut Pandang Islam yang berarti manusia diharuskan tolong menolong dalam kebaikan, dan dalam urusan ini diperlukan adanya jiwa keikhlasan sebagaimana dalam pembahasan sebelumnya tentang motivasi. Sehingga akan tercapai suatu budaya dengan komitmen kebaikan yang kuat. Dalam hal ini, karyawan Gen Z di wilayah DKI JAKARTA sudah menerapkannya guna meningkatkan komitmen organisasi.

Kata Kunci : Budaya Organisasi, Motivasi, *Organizational Citizenship Behavior* (OCB), Komitmen Organisasi, *PLS*

ABSTRACT

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The Influence Of Organizational Culture And Motivation On Organizational Citizenship Behavior (OCB) With Organizational Commitment As A Mediating Variable In Gen Z Employees In The DKI Jakarta Region And Their Review From An Islamic Perspective

Abstract Description

This study aims to analyze Organizational Culture and Motivation on Organizational Citizenship Behavior (OCB) with Organizational Commitment as a Mediating Variable in Gen Z Employees in the DKI Jakarta Region and an overview from an Islamic perspective. The population in this study were all Gen Z employees in DKI JAKARTA. The sampling technique used is representative. The number of samples in this study was 140. Data was collected using a questionnaire. The data analysis method used is Partial Least Square Structural Equation Modeling analysis. The results showed that: (1) Organizational Culture has a positive and significant effect on Organizational Commitment. (2) Motivation has a positive and significant effect on Organizational Commitment. (3) Organizational Commitment has a positive and significant effect on OCB. (4) Organizational Culture has a positive and significant effect on OCB. (5) Motivation has a negative and significant effect on OCB. (6) Organizational Commitment Mediates the negative and significant effect of Organizational Culture on OCB. (7) Motivation to Mediate Organizational Commitment has a positive and significant effect on OCB. In Islam Organizational Culture and Motivation Against Organizational Citizenship Behavior (OCB) With Organizational Commitment According to the Islamic Perspective, which means that humans are required to help each other in goodness, and in this matter a soul of sincerity is needed as in the previous discussion about motivation. So that a culture with a strong commitment to goodness will be achieved. In this case, Gen Z employees in DKI JAKARTA have implemented it to increase organizational commitment.

Keywords: Organizational Culture, Motivation, Organizational Citizenship Behavior (OCB), Organizational Commitment, *PLS*.