

**PENGARUH JOB SATISFACTION TERHADAP ORGANIZATIONAL
CITIZENSHIP BEHAVIOR DENGAN AFFECTIVE COMMITMENT
SEBAGAI VARIABEL INTERVENING
(Studi pada Pegawai Satpol PP Kabupaten Jombang)**

ABSTRAK

Oleh:
Andy Widiyatmoko

Dosen Pembimbing

Nurali, SE, MSM

Penelitian ini bertujuan mengetahui dan menganalisis *affective commitment* memediasi pengaruh *job satisfaction* terhadap *organizational citizenship behavior*. Penelitian menggunakan metode penelitian eksplanasi yang dilaksanakan melalui pengumpulan data di lapangan. Populasi adalah seluruh Pegawai Satpol PP Kabupaten Jombang berjumlah 54 karyawan., analisa data dengan menggunakan metode statistik SEM-PLS dengan menggunakan bantuan aplikasi SmartPLS versi 4.0 untuk mengetahui uji model, uji hipotesis, dan uji mediasi. Berdasarkan hasil penelitian menunjukkan bahwa 1) *Job satisfaction* pada Pegawai Satpol PP Kabupaten Jombang telah di rasakan oleh setiap pegawai, sehingga berdampak pada tingginya *Organizational Citizenship Behavior* (OCB), 2) *Job satisfaction* pada Pegawai Satpol PP Kabupaten Jombang yang telah di rasakan semua pegawai mampu meningkatkan *Affective Commitment* yang tinggi, 3) *Affective Commitment* yang di miliki Pegawai Satpol PP Kabupaten Jombang berdampak pada tingginya *Organizational Citizenship Behavior* (OCB) dan 4) *Affective Commitment* yang dimiliki Pegawai Satpol PP Kabupaten Jombang terbukti memediasi secara parsial hubungan *Job satisfaction* terhadap *Organizational Citizenship Behavior* (OCB)

Kata Kunci: affective commitment, job satisfaction dan organizational citizenship behavior.

**THE INFLUENCE OF JOB SATISFACTION ON ORGANIZATIONAL
CITIZENSHIP BEHAVIOR WITH AFFECTIVE COMMITMENT AS
INTERVENING VARIABLE
(Study on Civil Service Police Officers of Jombang Regency)**

ABSTRACT

By:
Andy Widiyatmoko

Advisor

Nurali, SE, MSM

This study aims to identify and analyze affective commitment to mediate the effect of job satisfaction on organizational citizenship behavior. The research uses explanatory research methods which are carried out through data collection in the field. The population is all Satpol PP employees of Jombang Regency with a total of 54 employees. Data analysis was carried out using the SEM-PLS statistical method using the SmartPLS version 4.0 application to determine model tests, hypothesis tests, and mediation tests. Based on the results of the study, it shows that 1) Job satisfaction for Satpol PP employees in Jombang Regency has been felt by every employee, so that it has an impact on high Organizational Citizenship Behavior (OCB), 2) Job satisfaction for Satpol PP employees in Jombang Regency has felt that all employees are capable increasing high Affective Commitment, 3) Affective Commitment owned by Satpol PP Employees of Jombang Regency has an impact on high Organizational Citizenship Behavior (OCB) and 4) Affective Commitment owned by Satpol PP Employees of Jombang Regency has been proven to partially mediate the relationship of Job satisfaction to Organizational Citizenship Behavior (OCB)

Keywords: affective commitment, job satisfaction and organizational citizenship behavior