

RINGKASAN

Penelitian ini bertujuan untuk mengetahui Pengaruh Kepribadian terhadap *Organizational Citizenship Behavior* dengan Komitmen Afektif sebagai Variabel Mediasi. Responden dalam penelitian ini adalah perawat Rumah Sakit Umum Purbowangi Gombong. Jumlah responden dalam penelitian ini ditentukan berdasarkan metode sensus dengan jumlah 88 responden.

Berdasarkan hasil penelitian dan analisis data menggunakan analisis regresi berganda dan analisis regresi variabel mediasi menggunakan metode kausal step, maka didapatkan hasil sebagai berikut: (1) Kepribadian *extraversion* memiliki pengaruh positif terhadap *organizational citizenship behavior* perawat. (2) Kepribadian *agreeableness* memiliki pengaruh positif terhadap *organizational citizenship behavior* perawat. (3) Kepribadian *conscientiousness* memiliki pengaruh positif terhadap *organizational citizenship behavior* perawat. (4) Kepribadian *neuroticism* tidak memiliki pengaruh negatif terhadap *organizational citizenship behavior* perawat. (5) Kepribadian *openness to experience* memiliki pengaruh positif terhadap *organizational citizenship behavior* perawat. (6) Komitmen Afektif memiliki pengaruh positif terhadap *organizational citizenship behavior* perawat. (7) Kepribadian *extraversion* memiliki pengaruh positif terhadap komitmen afektif perawat. (8) Kepribadian *agreeableness* memiliki pengaruh positif terhadap komitmen afektif perawat. (9) Kepribadian *conscientiousness* memiliki pengaruh positif terhadap komitmen afektif perawat. (10) Kepribadian *neuroticism* tidak memiliki pengaruh negatif terhadap komitmen afektif perawat. (11) Kepribadian *openness to experience* memiliki pengaruh positif terhadap komitmen afektif perawat. (12) Komitmen afektif memediasi pengaruh kepribadian *extraversion* terhadap *organizational citizenship behavior* perawat. (13) Komitmen afektif memediasi pengaruh kepribadian *agreeableness* terhadap *organizational citizenship behavior* perawat. (14) Komitmen afektif memediasi pengaruh kepribadian *conscientiousness* terhadap *organizational citizenship behavior* perawat. (15) Komitmen afektif tidak memediasi pengaruh kepribadian *neuroticism* terhadap *organizational citizenship behavior* perawat. (16) Komitmen afektif memediasi pengaruh kepribadian *openness to experience* terhadap *organizational citizenship behavior* perawat.

Implikasi berdasarkan hasil penelitian ini pihak rumah sakit perlu melakukan penilaian kepribadian perawat, pengembangan kepribadian, serta adanya pemberdayaan kepada perawat agar rumah sakit mengetahui kepribadian yang dimiliki setiap perawat, dimana kepribadian ini akan mempengaruhi keterikatan emosional perawat yang pada akhirnya keterikatan emosional ini akan mempengaruhi perilaku *organizational citizenship behavior* ditempat kerja yaitu melakukan pekerjaan diluar tanggung jawabnya.

Kata kunci : Kepribadian *The Big Five Model*, Komitmen Afektif, *Organizational Citizenship Behavior*

SUMMARY

This study aims to determine the influence of personality on Organizational Citizenship Behavior with Affective Commitment as a Mediation Variable. Respondents in this study were nurses at Purbowangi Gombong General Hospital. The number of respondents in this study was determined based on the census method with a total of 88 respondents.

Based on the results of research and data analysis using multiple regression analysis and regression analysis of mediating variables using the causal step method, the following results were obtained: (1) Extraversion personality has a positive influence on nurses' organizational citizenship behavior. (2) Personality agreeableness has a positive influence on organizational citizenship behavior of nurses. (3) Conscientiousness personality has a positive influence on nurses' organizational citizenship behavior. (4) Personality neuroticism does not have a negative effect on organizational citizenship behavior of nurses. (5) Personality of openness to experience has a positive influence on nurses' organizational citizenship behavior. (6) Affective commitment has a positive influence on nurses' organizational citizenship behavior. (7) Extraversion personality has a positive influence on nurses' affective commitment. (8) Personality agreeableness has a positive influence on nurses' affective commitment. (9) Conscientiousness personality has a positive influence on nurses' affective commitment. (10) Personality neuroticism does not have a negative effect on nurses' affective commitment. (11) Personality of openness to experience has a positive influence on nurses' affective commitment. (12) Affective commitment mediates the effect of extraversion personality on nurses' organizational citizenship behavior. (13) Affective commitment mediates the effect of agreeableness personality on nurses' organizational citizenship behavior. (14) Affective commitment mediates the effect of personality conscientiousness on nurses' organizational citizenship behavior. (15) Affective commitment does not mediate the influence of personality neuroticism on nurses' organizational citizenship behavior. (16) Affective commitment mediates the effect of openness to experience personality on nurses' organizational citizenship behavior.

Implications based on the results of this study the hospital needs to assess the nurse's personality, personality development, as well as the empowerment of nurses so that the hospital knows the personality of each nurse, where this personality will affect the emotional attachment of nurses which in the end this emotional attachment will affect organizational behavior. citizenship behavior in the workplace, namely doing work outside of their responsibilities.

Keywords: *The Big Five Model Personality, Affective Commitment, Organizational Citizenship Behavior*