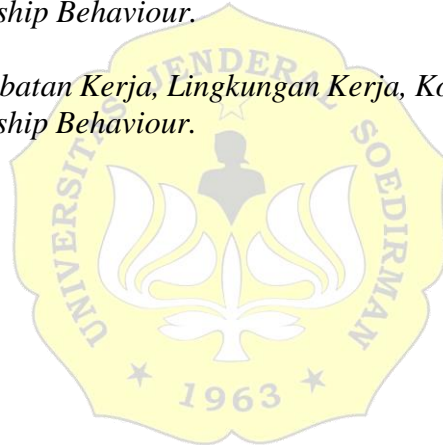


RINGKASAN

Organizational Citizenship Behaviour merupakan sikap sukarela pada karyawan yang sedang bekerja terhadap karyawan untuk saling membantu dengan tujuan dapat memberikan kepuasan kerja, komitmen, kepribadian, moral karyawan, motivasi dan lain sebagainya. *Organizational Citizenship Behavior* ini juga memiliki arti yang dapat membangun dan memelihara komitmen karyawan yang cenderung meningkat dalam tingkat OCB, sehingga dapat memberikan manfaat besar bagi kinerja dan keberhasilan organisasi secara keseluruhan. Jenis penelitian yang digunakan yaitu penelitian kuantitatif, dengan metode pengumpulan data primer menggunakan kuesioner yang diambil dari 43 responden yang merupakan karyawan wisata Desa Ponggok di Kabupaten Klaten. Teknik pengambilan data penelitian ini menggunakan regresi linear berganda dengan bantuan software *IBM SPSS Statistics 26*. Berdasarkan hasil penelitian diketahui bahwa (1) Keterlibatan Kerja berpengaruh signifikan terhadap *Organizational Citizenship Behaviour*, (2) Lingkungan Kerja berpengaruh signifikan terhadap *Organizational Citizenship Behaviour*, (3) Komitmen Organisasi berpengaruh signifikan terhadap *Organizational Citizenship Behaviour*.

Kata Kunci : Keterlibatan Kerja, Lingkungan Kerja, Komitmen Organisasi, dan *Organizational Citizenship Behaviour*.



SUMMARY

Organizational Citizenship Behavior is a voluntary attitude of employees who are working towards employees to help each other with the aim of providing job satisfaction, commitment, personality, employee morale, motivation and so on. Organizational Citizenship Behavior also has the meaning of being able to build and maintain employee commitment which tends to increase in OCB levels, so that it can provide great benefits for the performance and success of the organization as a whole. The type of research used is quantitative research, with primary data collection methods using questionnaires taken from 43 respondents who are tourism employees in Ponggok Village in Klaten Regency. The data collection technique for this research uses multiple linear regression with the help of IBM SPSS Statistics 26 software. Based on the research results, it is known that (1) Work Engagement has a significant influence on Organizational Citizenship Behavior, (2) Work Environment has a significant influence on Organizational Citizenship Behavior, (3) Organizational Commitment has a significant influence on Organizational Citizenship Behavior.

Keywords: Work Involvement, Work Environment, Organizational Commitment, and Organizational Citizenship Behavior.

