

**PENGARUH TANGGUNG JAWAB SOSIAL PEGAWAI,
KETERLIBATAN KERJA DAN KOMITMEN ORGANISASI TERHADAP
ORGANIZATIONAL CITIZENSHIP BEHAVIOUR
PADA KARYAWAN LIBERTY DIVE RESORT DI TULAMBEN**

**Oleh
Ni Made Diah Anindyari Saputra, NIM 1517011040**

Jurusan Ekonomi dan Akuntansi

Abstrak

Tujuan penelitian ini adalah untuk mengetahui pengaruh tanggung jawab sosial pegawai, keterlibatan kerja dan komitmen organisasi secara parsial dan simultan terhadap *organizational citizenship behaviour* pada karyawan Liberty Dive Resort. Jenis penelitian ini adalah penelitian kausal. Populasi penelitian ini adalah karyawan Liberty Dive Resort sebanyak 62 orang. Sampel penelitian ini adalah karyawan Liberty Dive Resort sebanyak 62 orang. Metode pengumpulan data menggunakan kuesioner dan dianalisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa ada pengaruh tanggung jawab sosial pegawai terhadap *organizational citizenship behaviour* yang ditunjukkan dengan nilai probabilitas uji t 0,000 yang lebih kecil dari $\alpha = 0,05$, ada pengaruh keterlibatan kerja terhadap *organizational citizenship behaviour* yang ditunjukkan dengan nilai probabilitas uji t 0,000 yang lebih kecil dari $\alpha = 0,05$, ada pengaruh komitmen organisasi terhadap *organizational citizenship behaviour* yang ditunjukkan dengan nilai probabilitas uji t 0,000 yang lebih kecil dari $\alpha = 0,05$, ada pengaruh tanggung jawab sosial pegawai, keterlibatan kerja dan komitmen organisasi terhadap *organizational citizenship behaviour* yang ditunjukkan dengan nilai probabilitas uji F 0,000 yang lebih kecil dari $\alpha = 0,05$.

Kata kunci: tanggung jawab sosial pegawai, keterlibatan kerja, komitmen organisasi, *organizational citizenship behaviour*.

Abstract

The purpose of this research was to determine the effect of employee social responsibility, work involvement and organizational commitment partially and simultaneously on organizational citizenship behaviour at Liberty Dive Resort employees. The type of this research was a causal research. The population of this research were Liberty Dive Resort employees as much as 62 people. The sample of this research were Liberty Dive Resort employees as much as 62 people. Data collection used questionnaire and analyzed using multiple linear regression analysis. The result of the research shows that there was effect of employee social responsibility on organizational citizenship behaviour, which was indicated by t test probability value smaller than $\alpha = 0.05$, there was effect of work involvement on organizational citizenship behaviour, which was indicated by t test probability value smaller than $\alpha = 0.05$, there was effect of organizational commitment on organizational citizenship behaviour, which was indicated by t test probability value smaller than $\alpha = 0.05$, there were effect of employee social responsibility,

work involvement and organizational commitment on organizational citizenship behaviour, which was indicated by F test probability value smaller than $\alpha = 0.05$.

Keywords: employee social responsibility, work involvement, organizational commitment, organizational citizenship behaviour.

