

## ABSTRAK

**NOVYA TIARA S.,** NIM : 2013-11-458, Pengaruh *Organizational Commitment* Terhadap *Organizational Citizenship Behavior* Dengan Pelaksanaan *Pre-Work Briefing* Sebagai Variabel *Moderating* di PT. TIKI Jalur Nugraha Ekakurir, dibimbing oleh Jatmiko.

Penelitian ini bertujuan untuk menganalisis pengaruh *Organizational Commitment* Terhadap *Organizational Citizenship Behavior* Dengan Pelaksanaan *Pre-Work Briefing* Sebagai Variabel *Moderating* di PT. TIKI Jalur Nugraha Ekakurir. Desain penelitian yang digunakan adalah desain deskriptif dan dilakukan pada penelaahan pengaruh suatu variabel bebas terhadap variabel terikat. Penelitian ini memanfaatkan populasi seluruh karyawan departemen *Asset Maintenance* dengan status karyawan tetap sebanyak 132 orang dengan sampel sebanyak 99 orang. Metode penelitian yang dilakukan menggunakan uji residual dengan *software* statistik. Hasil penelitian menunjukkan bahwa (1) *Organizational commitment* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* pada karyawan departemen departemen *Asset Maintenance* PT. TIKI Jalur Nugraha Ekakurir dengan angka *adjusted R Square* sebesar 0,493 menunjukkan bahwa sebesar 49,3% variabel *Organizational Citizenship Behavior* (Y) yang bisa dijelaskan oleh variabel ) *Organizational Commitment* ( $X_1$ ) dan sisanya sebesar 50,7% dijelaskan oleh faktor lain. Berdasarkan hasil uji F sebesar 29,171 dengan tingkat signifikansi  $0,000 < 0,05$ . Hal ini menunjukkan variabel *Organizational Commitment* berpengaruh signifikan terhadap *Organizational Citizenship Behavior*. Hasil uji t sebesar 5,401 dengan signifikansi t sebesar  $0,000 < 0,005$  dan koefisien regresi sebesar 0,588 yang berarti bahwa *Organizational Commitment* berpengaruh signifikan terhadap *Organizational Citizenship Behavior* . (2) Variabel moderat memiliki hasil uji t sebesar (-2,758) dengan tingkat signifikansi t 0,011. Uji Residual pada penelitian ini menggunakan konsep *lack of fit* sehingga berdasarkan uji t menunjukkan bahwa variabel *prework briefing* merupakan variabel *moderating* dalam hubungan antara *organizational commitment* dan *organizational citizenship behavior*.

**Kata Kunci :** *Organizational Commitment, Pework Briefing, Organizational Citizenship Behavior, Uji Residual*

## **ABSTRACT**

*NOVYA TIARA S., NIM: 2013-11-458, Organizational Commitment Effect on Organizational Citizenship Behavior With Implementation Pre-Work Briefing As Moderating Variable at PT. TIKI Jalur Nugraha Ekakurir, guided by Jatmiko.*

*This study aims to analyze the effect Organizational Commitment Against Organizational Citizenship Behavior With Implementation Pre-Work Briefing As Moderating Variables in PT. TIKI Jalur Nugraha Ekakurir. The research design used is descriptive design and conducted on the study of the influence of an independent variable to the dependent variable. This study utilizes the population of all employees of the Asset Maintenance department with permanent employee status of 132 people with a sample of 99 people. The method of research conducted using analysis test Residual experiment with statistical software. The results showed that (1) Organizational commitment positively and significantly affect the organizational citizenship behavior on the employees department of Asset Maintenance department of PT. TIKI Jalur Nugraha Ekakurir dengan numbers adjusted R Square of 0.493 indicates that 49.3% Organizational Citizenship Behavior (Y) variable can be explained by the variable) Organizational Commitment (X1) and the rest of 50.7% explained by other factors. Based on result of F test equal to 29,171 with significance level  $0,000 < 0,05$ . This shows that Organizational Commitment variable significantly influence Organizational Citizenship Behavior. Result of t test equal to 5,401 with significance t equal to  $0,000 < 0,005$  and regression coefficient equal to 0,588 meaning that Organizational Commitment have significant effect to Organizational Citizenship Behavior. (2) The moderate variable has a t test result of (-2.758) with a significance level of t 0.011. Residual experiment in this research uses the concept of lack of fit so that based on t test indicate that variable prework briefing is moderating variable in relation between organizational commitment and organizational citizenship behavior.*

**Keywords : Organizational Commitment, Pework Briefing, Organizational Citizenship Behavior, Residual Experiment**