

ABSTRACT
**THE EFFECT OF PERSON ORGANIZATION FIT AND
PERCEIVED ORGANIZATIONAL SUPPORT ON
ORGANIZATIONAL CITIZENSHIP BEHAVIOR THROUGH
ORGANIZATIONAL COMMITMENT AS A MEDIATING VARIABLE**

*(A Research on Management of Student Organizations Faculty of Economics
and Business Siliwangi University)*

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The purpose of this study was to examine the effect of Person Organization Fit and Perceived Organizational Support on Organizational Citizenship Behavior with Organizational Commitment as a mediating variable in the management of student organizations at the Faculty of Economics and Business, Siliwangi University. The research method used verification with a quantitative level of explanatory research using surveys as a data collection tool distributed to 200 respondents through stratified random sampling techniques. The data were analyzed using Structural Equation Modeling (SEM) techniques with AMOS software. The results showed that: Person Organization Fit has a positive effect on Organizational Commitment, Perceived Organizational Support has a positive effect on Organizational Commitment, Organizational Commitment has a positive effect on Organizational Citizenship Behavior, Organizational Commitment can mediate the effect of Person Organization Fit on Organizational Citizenship Behavior, and Organizational Commitment can mediate the effect of Perceived Organizational Support on Organizational Citizenship Behavior on student organization administrators at the Faculty of Economics and Business, Siliwangi University. The implication of this research suggest the existence of an alternative research model that can address the research gap concerning the impact of person-organization fit and perceived organizational support on organizational citizenship behavior. This model posits organizational commitment as a mediating variable.

Keyword: Person Organization Fit (POF), Perceived Organizational Support (POS), Organizational Commitment (OC), Organizational Citizenship Behavior (OCB).

ABSTRAK
**PENGARUH *PERSON ORGANIZATION FIT* DAN
PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP
ORGANIZATIONAL CITIZENSHIP BEHAVIOR MELALUI
ORGANIZATIONAL COMMITMENT SEBAGAI VARIABEL MEDIASI**
(Suatu Penelitian pada Pengurus Organisasi Kemahasiswaan
Fakultas Ekonomi dan Bisnis Universitas Siliwangi)

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Tujuan penelitian ini untuk menguji pengaruh *Person Organization Fit* dan *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* dengan *Organizational Commitment* sebagai variabel mediasi pada pengurus organisasi kemahasiswaan Fakultas Ekonomi dan Bisnis Universitas Siliwangi. Metode penelitian yang digunakan adalah verifikatif dengan taraf penelitian eksplanatori yang bersifat kuantitatif dengan menggunakan survei sebagai alat pengumpulan data yang disebarakan kepada 200 responden melalui teknik *stratified random sampling*. Data dianalisis menggunakan teknik *Structural Equation Modeling* (SEM) dengan perangkat lunak AMOS. Hasil penelitian menunjukkan bahwa: *Person Organization Fit* berpengaruh positif terhadap *Organizational Commitment*, *Perceived Organizational Support* berpengaruh positif terhadap *Organizational Commitment*, *Organizational Commitment* berpengaruh positif terhadap *Organizational Citizenship Behavior*, *Organizational Commitment* dapat memediasi pengaruh *Person Organization Fit* terhadap *Organizational Citizenship Behavior*, dan *Organizational Commitment* dapat memediasi pengaruh *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* pada pengurus organisasi kemahasiswaan Fakultas Ekonomi dan Bisnis Universitas Siliwangi. Implikasi penelitian ini yaitu adanya model penelitian alternatif sebagai solusi atas *research gap* yang terjadi mengenai pengaruh *person organization fit* dan *perceived organization support* terhadap *organizational citizenship behavior* dengan menghadirkan *organizational commitment* sebagai variabel mediasi

Kata Kunci: *Person Organization Fit (POF)*, *Perceived Organizational Support (POS)*, *Organizational Commitment (OC)*, *Organizational Citizenship Behavior (OCB)*.