

ABSTRAK

PENGARUH *PERSON ORGANIZATION FIT* DAN *ORGANIATIONAL COMMITMENT* TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*

(Suatu Penelitian Pada Karyawan Non Manajerial PT. *Pro Art Production* Tasikmalaya)

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Penelitian ini bertujuan untuk mengetahui pengaruh *Person-Organization Fit* dan *Organizational Commitment* terhadap *Organizational Citizenship Behavior (OCB)* pada karyawan non-manajerial PT. *Pro Art Production* Tasikmalaya. Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis jalur (*Path Analysis*) berbasis perangkat lunak SPSS versi 26. Data dikumpulkan melalui penyebaran kuesioner kepada 36 responden yang merupakan karyawan non-manajerial aktif di perusahaan tersebut. Hasil penelitian menunjukkan bahwa *Person Organization Fit* dan *Organizational Commitment* berpengaruh secara positif dan signifikan terhadap *Organizational Citizenship Behavior*. Namun, hasil uji korelasi mengindikasikan bahwa hubungan antara *Person-Organization Fit* dan *Organizational Commitment* sangat lemah dan tidak signifikan yang menunjukkan bahwa keduanya bekerja secara relatif independen dalam memengaruhi *OCB*.

Kata kunci : *Person Organization Fit, Organizational Commitment, Organizational Citizenship Behavior*

ABSTRACT

**THE INFLUENCE OF PERSON ORGANIZATION FIT AND
ORGANIZATIONAL COMMITMENT ON ORGANIZATIONAL
CITIZENSHIP BEHAVIOR**

(Study on Non Manageral Employees of PT. Pro Art Production Tasikmalaya)

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This study aims to determine the effect of Person-Organization Fit and Organizational Commitment on Organizational Citizenship Behavior (OCB) in non-managerial employees of PT Pro Art Production Tasikmalaya. This research uses a quantitative approach with a path analysis method based on SPSS version 26 software. Data was collected through distributing questionnaires to 36 respondents who are active non-managerial employees in the company. The results showed that Person Organization Fit and Organizational Commitment had a positive and significant effect on Organizational Citizenship Behavior. However, the correlation test results indicate that the relationship between Person-Organization Fit and Organizational Commitment is very weak and insignificant which indicates that they work relatively independently in influencing OCB.

Keywords : *Person Organization Fit, Organizational Commitment, Organizational Citizenship Behavior*