

ABSTRACT

This study intends to examine and analyze the effect of Employee Empowerment, Psychological Contract, and Job Insecurity to Organizational Citizenship Behavior (OCB) PT. Sebelas April Lian Mipro. The object of this research are employees of PT. Sebelas April Lian Mipro. as many as 84 respondents. The approach used in this study is Component or Variance Based Structural Equation Model with Smart-PLS analysis tools. The results showed that Employee Empowerment has a positive and significant effect on Organizational Citizenship Behavior (OCB) of PT. Sebelas April Lian Mipro. Psychological Contract has a positive and significant effect on the Organizational Citizenship Behavior (OCB) of PT. Sebelas April Lian Mipro. Job Insecurity has a positive and significant effect on the Organizational Citizenship Behavior (OCB) of PT. Sebelas April Lian Mipro.

Keywords: *Employee Empowerment, Psychological Contract, Job Insecurity, Organizational Citizenship Behavior (OCB).*



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Employee Empowerment*, *Psychological Contract* dan *Job Insecurity* terhadap *Organizational Citizenship Behavior (OCB)* pada PT. *Sebelas April Lian Mipro*. Objek penelitian ini adalah karyawan PT. *Sebelas April Lian Mipro* sebanyak 84 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Employee Empowerment* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada PT. *Sebelas April Lian Mipro*. *Psychological Contract* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada PT. *Sebelas April Lian Mipro*. *Job Insecurity* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada PT. *Sebelas April Lian Mipro*.

Kata kunci : *Employee Empowerment*, *Psychological Contract*, *Job Insecurity*, *Organizational Citizenship Behavior (OCB)*.

