

ABSTRACT

This study aims to analyze the effect of Emotional Intelligence and Job Insecurity on Job Stress and Organizational Citizenship Behavior: The object of the study was a sample of 71 employees in the MNC Pictures Production Secretary division, calculated based on using a saturated sample. Data collection methods using survey methods, with the research instrument is a questionnaire. The data analysis method uses Partial Least Square (PLS). Research shows that Emotional Intelligence has a significant positive effect on Job Stress. Job Insecurity has a significant positive effect on Job Stress. Emotional intelligence has a significant positive effect on OCB. Job Insecurity has a significant positive effect on OCB. Job Stress has a significant negative effect on Organizational Citizenship Behavior (OCB).

Keywords: *Emotional Intelligence, Job Insecurity, Job Stress and Organizational Citizenship Behavior (OCB).*



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Kecerdasan Emosional dan *Job Insecurity* terhadap Stres Kerja dan *Organizational Citizenship Behavior* : Objek penelitian menggunakan sampel sebanyak 71 karyawan pada divisi *Production Secretary* MNC Pictures, dihitung berdasarkan menggunakan sampel jenuh. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuisioner. Metode analisis data menggunakan *Partial Least Square* (PLS). Penelitian membuktikan bahwa Kecerdasan Emosional berpengaruh positif signifikan terhadap Stres Kerja. *Job Insecurity* berpengaruh positif signifikan terhadap Stres Kerja. Kecerdasan Emosional berpengaruh positif signifikan terhadap OCB. *Job Insecurity* berpengaruh positif signifikan terhadap OCB. Stres Kerja berpengaruh negatif signifikan terhadap *Organizational Citizenship Behavior* (OCB).

Kata Kunci : Kecerdasan Emosional, *Job Insecurity*, Stres Kerja dan *Organizational Citizenship Behavior* (OCB).

