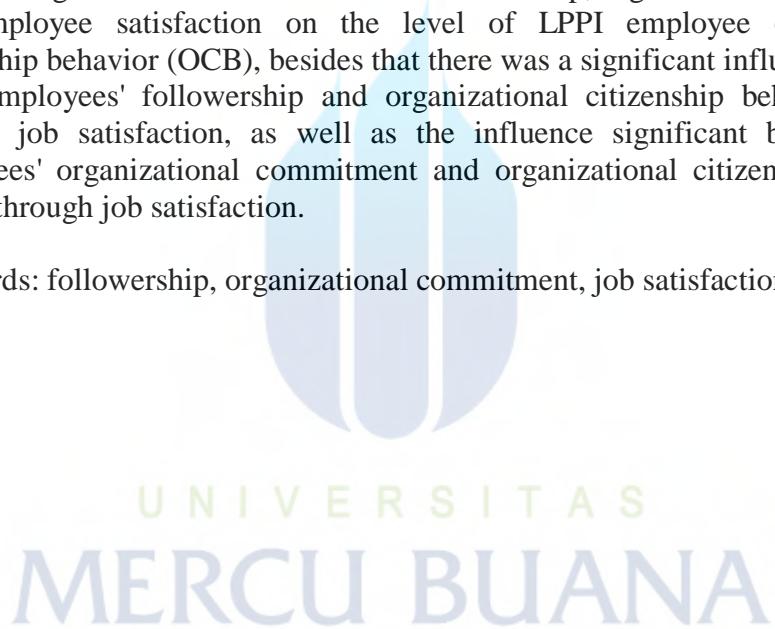


Abstract

This research aims to examine and analyze the influence of followership, organizational commitment, job satisfaction on the level of LPPI organizational citizenship behavior (OCB). The study was conducted using a non-probability sampling method, where samples were not randomly selected, but using a convenience sampling technique where of the 233 LPPI permanent employee populations, 147 were determined to be respondents in this study. This research was conducted quantitatively by using a structural equation modeling (SEM) analysis tool with three stages of the process, namely the model compatibility test, the measurement model test and the structural model test to see the relationship between variables and prove the hypotheses that have been prepared. The results showed a significant influence between followership, organizational commitment and employee satisfaction on the level of LPPI employee organizational citizenship behavior (OCB), besides that there was a significant influence between LPPI employees' followership and organizational citizenship behavior (OCB) through job satisfaction, as well as the influence significant between LPPI employees' organizational commitment and organizational citizenship behavior (OCB) through job satisfaction.

Keywords: followership, organizational commitment, job satisfaction and OCB



Abstrak

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *followership*, komitmen organisasi, kepuasan kerja terhadap tingkat *organizational citizenship behavior* (OCB) karyawan LPPI. Penelitian dilakukan dengan menggunakan metode *non-probability sampling*, dimana sampel tidak dipilih secara acak, namun dengan menggunakan teknik *convenience sampling* dimana dari 233 populasi karyawan tetap LPPI, ditentukan 147 diantaranya yang menjadi responden dalam penelitian ini. Penelitian ini dilakukan secara kuantitatif dengan menggunakan alat analisis *structural equation modeling* (SEM) dengan tiga tahapan proses yaitu uji kecocokan model, uji model pengukuran dan uji model struktural untuk melihat hubungan antar variabel dan membuktikan hipotesis yang telah disusun. Hasil penelitian menunjukkan adanya pengaruh yang signifikan antara *followership*, komitmen organisasi dan tingkat kepuasan karyawan terhadap tingkat *organizational citizenship behavior* (OCB) karyawan LPPI, selain itu adanya pengaruh signifikan antara *followership* dan *organizational citizenship behavior* (OCB) karyawan LPPI melalui kepuasan kerja, serta adanya pengaruh signifikan antara komitmen organisasi dan *organizational citizenship behavior* (OCB) karyawan LPPI melalui kepuasan kerja.

Kata kunci : *followership*, komitmen organisasi, kepuasan kerja dan OCB

