

ABSTRACT

The purpose of this study was to determine the positive and significant effect directly on Affective Commitment on OCB, Work Engagement, and Knowledge Sharing and indirectly between Affective Commitment and OCB mediated by Work Engagement and Knowledge Sharing. The research method used is causal quantitative. The population of this research is the millennial employees of PT Hutama Karya (Persero) with a sample of 287 employees. This study uses SEM PLS data analysis where the data processing uses the SmartPLS 3.0 application. The results obtained from this study are that there is a direct positive and significant relationship between Affective Commitment to OCB, Affective Commitment to Work Engagement, Affective Commitment to Knowledge Sharing, Work Engagement to OCB, and Knowledge Sharing of OCB, as well as a positive and significant relationship indirectly. There is a direct relationship between Affective Commitment to OCB mediated by Work Engagement and Knowledge Sharing with the effect of Complimentary mediation.

Keyword : *Affective Commitment, Work Engagement, Knowledge Sharing, OCB*

ABSTRAK

Tujuan dari penelitian ini untuk mengetahui pengaruh positif dan signifikan secara langsung Komitmen Afektif terhadap OCB, *Work Engagement*, dan *Knowledge Sharing* maupun secara tidak langsung antara Komitmen Afektif dan OCB yang di mediasi *Work Engagement* dan *Knowledge Sharing*. Metode penelitian yang digunakan adalah Kuantitatif Kausal. Populasi penelitian ini adalah karyawan milenial PT Utama Karya (Persero) dengan sampel yang digunakan sebanyak 287 karyawan. Penelitian ini menggunakan analisis data SEM PLS di mana pengolahan datanya memakai aplikasi SmartPLS 3.0. Hasil yang didapat dari penelitian ini adalah terdapat hubungan positif dan signifikan secara langsung antara Komitmen Afektif terhadap OCB, Komitmen Afektif terhadap *Work Engagement*, Komitmen Afektif terhadap *Knowledge Sharing*, *Work Engagement* terhadap OCB, dan *Knowledge Sharing* Terhadap OCB, serta hubungan positif dan signifikan secara tidak langsung antara Komitmen Afektif terhadap OCB dimediasi *Work Engagement* dan *Knowledge Sharing* dengan efek mediasinya *Complimentary*.

Kata Kunci : Komitmen Afektif, *Work Engagement*, *Knowledge Sharing*, OCB