

ABSTRACT

In the face of the COVID-19 pandemic and the projected challenges for the company in the future, the role of employees as valuable assets of the company to be able to contribute more to the company is highly expected. There needs to be environmental awareness, volunteerism, positive attitude, tolerance and loyalty from employees. So in this study, the approach taken is Organizational Citizenship Behavior for the environment (OCBE) by examining the variables that influence it, namely Organizational Culture and Organizational Commitment mediated by Self Efficacy. The purpose of this study was to determine the direct positive and significant influence of Organizational Culture and Commitment on OCBE, as well as indirectly between Organizational Culture, Organizational Commitment and OCBE mediated by Self-efficacy. The research method used is Causal Quantitative. The population of this study were employees of PT Surya Logam Indoabadi with a sample of 129 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 Organizational Culture on OCBE, Organizational Commitment does not directly have a positive effect on OCBE, Self Affection has a direct positive effect on OCBE, Organizational Culture directly does not have a positive effect on Self Affinity, Organizational Commitment has a direct positive effect on Self Affection, as well as a negative and indirect significant relationship between Organizational culture on OCBE mediated by Self-efficacy and a positive and significant indirect relationship between Organizational Commitment to OCBE mediated by Self-efficacy on employees of PT Surya Logam Indoabadi.

Keyword : Organizational Culture, Organizational Commitment,, Self Efficacy, OCBE

ABSTRAK

Dalam menghadapi pandemi COVID 19 dan proyeksi tantangan bagi perusahaan dimasa depan, peran karyawan sebagai asset berharga perusahaan untuk dapat berkontribusi lebih terhadap perusahaan sangat diharapkan. Perlu adanya kepedulian lingkungan, kesukarelaan, bersikap positif, toleransi serta kesetiaan dari karyawan. Maka pada penelitian ini, pendekatan yang diambil adalah *Organizational Citizenship Behavior for environment* (OCBE) dengan meneliti variabel yang mempengaruhinya yakni Budaya Organisasi dan Komitmen Organisasi yang dimediasi *Self Efficacy*. Adapun tujuan penelitian ini untuk mengetahui pengaruh positif dan signifikan secara langsung Budaya dan Komitmen Organisasi terhadap OCBE, maupun secara tidak langsung antara Budaya Organisasi, Komitmen Organisasi dan OCBE yang di mediasi *Self-efficacy*. Metode penelitian yang digunakan adalah Kuantitatif Kausal. Populasi penelitian ini adalah karyawan PT Surya Logam Indoabadi dengan sampel yang digunakan sebanyak 129 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 Budaya Organisasi terhadap OCBE, Komitmen Organisasi secara langsung tidak berpengaruh positif terhadap OCBE, *Self Affecacy* secara langsung berpengaruh positif terhadap OCBE, Budaya Organisasi secara langsung tidak berpengaruh positif terhadap *Self Affecacy*, Komitmen Organisasi secara langsung berpengaruh positif terhadap *Self Affecacy*, serta hubungan negatif dan tidak signifikan secara tidak langsung antara budaya Organisasi terhadap OCBE dimediasi *Self-efficacy* dan hubungan positif dan signifikan secara tidak langsung antara Komitmen Organisasi terhadap OCBE dimediasi *Self-efficacy* pada karyawan PT Surya Logam Indoabadi.

Kata Kunci: Budaya Organisasi, Komitmen Organisasi, *Self-efficacy*, OCBE