

ABSTRACT

This research is to know the influence of Role Conflict and Organizational Citizenship Behavior on Organizational Commitment in PT. Graha Indomedia Group. Number of employees in PT.Graha Indomedia Group is 120 people by taking the research sampel as much as 70 employees used purposive sampling technique and the analysis is in use is statistical analysis in the form of Multiple Linear Regression Test where the results of this study showthat, Role Conflict variables have a negative and not significant impact on Organizational Commitment in PT.Graha Indomedia Group, while the Organizational Citizenship Behavior variables has a positive and significant effect on Organizational Commitment in PT.Graha Indomedia Group.

Keyword: Role Conflict, Organizational Citizenship Behavior and Organizational Commitment



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Konflik Peran dan *Organizational Citizenship Behavior* terhadap Komitmen Organisasi di PT. Graha Indomedia Group di jalan Kebayoran Lama Raya Jakarta Selatan. Jumlah karyawan PT. Graha Indomedia Group berjumlah 120 orang dengan mengambil sampel penelitian sebanyak 70 karyawan menggunakan teknik *purposive sampling* dan analisis yang digunakan adalah analisis statistik dalam bentuk Uji Regresi Linier Berganda dimana hasil penelitian ini menunjukkan bahwa Variabel Konflik Peran berpengaruh negatif dan tidak signifikan terhadap Komitmen Organisasi di PT. Graha Indomedia Group, sedangkan Variabel *Organizational Citizenship Behavior* berpengaruh positif dan signifikan terhadap Komitmen Organisasi di PT. Graha Indomedia Group.

Kata Kunci: Konflik Peran, *Organizational Citizenship Behavior* dan Komitmen Organisasi

