

ABSTRAK

Malikus Djunaidi. 2023. Pengaruh Perceive Organizational Support, Employee Development Terhadap Organizational Citizen Behaviour Dengan Komitmen Organisasi Sebagai Variabel Intervening (Studi Pada UPTD SDN Kec. Kamal Kab. Bangkalan). Dibawah bimbingan Dr. Helmi Buyung Aulia Safrizal, ST., SE., M.M.T. dan Dr. RM. Moch. Wispandono, S.E., M.S.

Penelitian ini dilatarbelakangi oleh perilaku positif atau inisiatif para Guru untuk mendongkrak kinerja mereka yang kurang didukung oleh tempat mereka bekerja dan juga terkendala dengan proses pengembangan kinerja guru yang tidak sejalan dengan komitmen Guru yang berada di UPTD SDN se Kecamatan Kamal. Penelitian ini bertujuan untuk mengetahui pengaruh *Perceive Organizational Support*, dan *Employee Development*, terhadap *Organizational Citizen Behaviour* dan terhadap *Organizational Commitment* Data yang digunakan sebagai sampel pada penelitian ini adalah hasil pengamatan dan kuesioner menggunakan metode *random sampling*. Pengungkapan nilai kuesioner menggunakan skala *Likert 1-5*. Metode analisis dalam penelitian ini menggunakan analisis SEM menggunakan aplikasi SmartPLS. Hasil dari penelitian ini menunjukkan (1) *Perceive Organizational Support* berpengaruh positif dan signifikan terhadap *Organizational Citizen Behavior*. (2) *Employee Development* berpengaruh positif dan signifikan terhadap *Organizational Citizen Behaviour*. (3) *Perceive Organizational Support* berpengaruh positif dan signifikan terhadap *Organizational Commitment* (4) *Employee Development Support* berpengaruh positif dan signifikan terhadap *Organizational Commitment* (5) *Organizational Citizen Behaviour* berpengaruh positif dan signifikan terhadap *Organizational Commitment*. (6) *Perceive Organizational Support* berpengaruh positif dan signifikan terhadap *Organizational Citizen Behaviour* melalui variabel *Organizational Commitment* sebagai variabel *intervening* (7) *Employee Development* berpengaruh positif dan signifikan terhadap *Organizational Citizen Behaviour* melalui variabel *Organizational Commitment* sebagai variabel *intervening*

Kata Kunci : *Perceive Organizational Support, Employee Development, Organizational Citizen Behavior, Organizational Commitment.*

ABSTRACT

Malikus Djunaidi. 2023. *The Effect of Perceived Organizational Support, Employees Development on Organizational Citizen Behaviors with Organizational Commitment as an Intervening Variable (Study at UPTD SDN Kamal District, Bangkalan Regency). Guided by Dr. Helmi Buyung Aulia Safrizal, ST., SE., M.M.T. and Dr. RM. Moch. Wispandono, S.E., M.S.*

This study is motivated by the positive behaviors or initiatives to reach the high performance that they are not supported by the the work atmospheres and the process of improvement performance as the teachers commitments. This study aims to determine the effect of Perceived Organizational Support and Employees Development on Organizational Citizen Behavior and Organizational Commitment. The data used as samples are the results of observations and questionnaires using the random sampling method. Disclosure of the value of the questionnaire using a Likert scale 1-5. Using the SEM analysis and the SmartPLS application, the results indicate that (1) Perceived Organizational Support has a positive and significant effect on Organizational Citizen Behavior (0.356). (2) Employees Development has a positive and significant effect on Organizational Citizen Behavior (0,259). (3) Perceived Organizational Support has a positive and significant effect on Organizational Commitment (0,259). (4) Employees Development Support has a positive and significant effect on Organizational Commitment (0,517). (5) Organizational Citizen Behavior has a positive and significant effect on Organizational Commitment. (0,259). (6) Perceived Organizational Support has a positive and significant effect on Organizational Citizen Behavior through the Organizational Commitment as an intervening variable (0,134). (7) Employees Development has a positive and significant effect on Organizational Citizen Behavior through the Organizational Commitment as an intervening variable (0,194)

Keywords: *Perceive Organizational Support, Employees Development, Organizational Citizen Behavior, Organizational Commitment.*