

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Perceived Organizational Support* Dan Komitmen Organisasi Terhadap *Organizational Citizenship Behavior* Pada PT. Incasi Raya Group Pesisir Selatan. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 61 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Komitmen Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. *Perceived Organizational Support* dan Komitmen Organisasi secara bersama-sama berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*.

Kontibusi sumbangan variabel *independen Perceived Organizational Support* dan Komitmen Organisasi terhadap variabel *dependen Organizational Citizenship Behavior* (Y) adalah sebesar 83,6%. Sedangkan sisanya adalah sebesar 16,4% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : *Perceived Organizational Support, Profesional, Organizational Citizenship Behavior*

ABSTRACT

This study aims to examine how much influence Perceived Organizational Support and Organizational Commitment to Organizational Citizenship Behavior at PT. Incasi Raya Group Pesisir Selatan. Methods of data collection through surveys and distributing questionnaires, with a sample of 61 respondents. The method of analysis used is multiple linear regression analysis and path analysis using SPSS 21.

The results obtained based on the partial test (t test) obtained that Perceived Organizational Support has a positive and significant effect on Organizational Citizenship Behavior. Organizational Commitment has a positive and significant effect on Organizational Citizenship Behavior. Perceived Organizational Support and Organizational Commitment together have a positive and significant effect on Organizational Citizenship Behavior.

Contribution of the independent variable contribution of Perceived Organizational Support and Organizational Commitment to the dependent variable Organizational Citizenship Behavior (Y) is 83.6%. While the remaining 16.4% is influenced by other variables outside of this study.

Keywords: *Perceived Organizational Support, Professional, Organizational Citizenship Behavior*