

ABSTRACT

Tias Puspita Sari (2024). The Influence of Sense of Belonging and Work Engagement on Organizational Citizenship Behavior among Employees at the Transportation Department of Ogan Komering Ulu Regency. Under the guidance of Ali Akbar, S.E., M.Si. and Dahlia, S.E., M.Si.

This research aimed to determine the influence of Sense of Belonging and Work Engagement on Organizational Citizenship Behavior among employees at the Transportation Department of Ogan Komering Ulu Regency, both partially and simultaneously. The data collection technique used in this research was the distribution of questionnaires. The data analysis technique used was multiple linear regression. Based on the results of multiple linear regression, the equation obtained was $Y = -2.057 + 0.996X_1 + 1.004X_2$. The hypothesis testing results showed that, partially or through the t-test, the Sense of Belonging variable had a t-value (3.692) > t-table (2.02619), thus H_0 was rejected and H_a was accepted. This means that there was a positive and significant influence of Sense of Belonging on Organizational Citizenship Behavior among employees at the Transportation Department of Ogan Komering Ulu Regency. The Work Engagement variable had a t-value (4.403) > t-table (2.02619), thus H_0 was rejected and H_a was accepted. This means that there was a positive and significant influence of Work Engagement on Organizational Citizenship Behavior among employees at the Transportation Department of Ogan Komering Ulu Regency. Simultaneously, the F-value was 69.446 > F-table 3.25, thus H_0 was rejected and H_a was accepted, indicating a positive and significant influence of Sense of Belonging and Work Engagement on Organizational Citizenship Behavior among employees at the Transportation Department of Ogan Komering Ulu Regency.

Keywords: Sense of Belonging, Work Engagement, Organizational Citizenship Behavior

ABSTRAK

Tias Puspita Sari (2024). Pengaruh *Sense Of Belonging* dan Keterlibatan Kerja Terhadap *Organizational Citizenship Behavior* Pada Pegawai Dinas Perhubungan Kabupaten Ogan Komering Ulu. Dibimbing oleh bapak Ali Akbar, S.E., M.Si. selaku pembimbing I dan ibu Dahlia, S.E, M.Si. selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Sense of Belonging dan Keterlibatan kerja Terhadap *organizational citizenship behavior* Pada Pegawai Dinas Perhubungan Kabupaten Ogan Komering Ulu baik secara parsial maupun simultan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil penelitian regresi linier berganda didapatkan $Y = -2,057 + 0,996X_1 + 1,004X_2$. Berdasarkan hasil uji hipotesis menunjukkan bahwa secara parsial atau uji t variabel *sense of belonging* memiliki nilai t-hitung (3,692) > t-tabel (2,02619) maka H_0 ditolak dan H_a diterima. Artinya bahwa ada pengaruh positif dan signifikan *sense of belonging* terhadap *organizational citizenship behavior* Pegawai Dinas Perhubungan Kabupaten Ogan Komering Ulu. Variabel keterlibatan kerja memiliki nilai t-hitung (4,403) > t-tabel (2,02619) maka H_0 ditolak dan H_a diterima. Artinya bahwa ada pengaruh positif dan signifikan keterlibatan kerja terhadap *organizational citizenship behavior* Pegawai Dinas Perhubungan Kabupaten Ogan Komering Ulu. Secara simultan Fhitung 69,446 > Ftabel 3,25 maka H_0 ditolak dan H_a diterima, artinya ada pengaruh positif dan signifikan *sense of belonging* dan keterlibatan kerja terhadap *organizational citizenship behavior* Pegawai Dinas Perhubungan Kabupaten Ogan Komering Ulu.

Kata Kunci: *Sense Of Belonging*, Keterlibatan Kerja dan *Organizational Citizenship Behavior*

