

Abstract

Given the importance of Organizational Citizenship Behavior (OCB) engagement, which has been shown to result in several desirable outcomes, the purpose of this study is to examine not only the direct effect of Affective Commitment (AC) on Organizational Citizenship Behavior (OCB), but also the moderating effect of Time Perspective on this relationship. Specifically, the purpose of this study is to test the hypothesis that AC exerts a positive influence on OCB, and that this relationship will be strengthened by Future-Orientation Time Perspective (TPP) and constrained by Present-Orientation Time Perspective (TPS). This investigation was conducted in Indonesia, with a particular emphasis on those employed in Jakarta, the nation's capital. This investigation is conducted by means of an online questionnaire that is available for independent completion. Utilizing a sample size of 173 employees, the observed relationships are investigated. Based on the findings of this investigation, AC may be able to predict whether or not OCB will get engaged. Present-Orientation Time Perspective is revealed to moderate the relationship between AC and OCB. The predictive value of AC will be diminished in relation to OCB if the employees have a stronger present-orientation temporal perspective. This study also provides a variety of business and academic implications, as well as future research directions.

Keywords: Affective Commitment, Organizational Citizenship Behavior, Time Perspective, Time Evaluation, Future Orientation, Present Orientation, Extra-Role Behavior