

## Peran *Organizational Commitment* dan *Proactive Personality* terhadap *Organizational Citizenship Behavior* pada Mahasiswa UGM

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**Abstrak.** Organisasi mahasiswa menjadi sarana penting untuk mengembangkan keterampilan, tetapi rendahnya partisipasi aktif anggota masih menjadi tantangan utama. Padahal kebutuhan partisipasi aktif anggota tidak hanya diperlukan dalam melaksanakan tugas organisasi, tetapi juga dalam berinisiatif dan berkontribusi aktif secara sukarela (OCB). *Organizational citizenship behavior* (OCB) merupakan salah satu faktor penting dalam mendukung keberlangsungan organisasi mahasiswa dengan mencerminkan perilaku ekstra-peran secara sukarela dan berkontribusi terhadap perkembangan organisasi. Penelitian ini bertujuan untuk menguji peran *organizational commitment* (*affective commitment*) dan *proactive personality* terhadap OCB pada mahasiswa UGM. Penelitian ini menggunakan metode kuantitatif dengan analisis data berupa regresi linear berganda. Pengambilan data melalui survei dengan *Organizational Citizenship Behavior Scale*, *Organizational Commitment Scale (Affective Commitment)* dan *Proactive Personality Scale 10 version*. Partisipan merupakan anggota aktif organisasi mahasiswa di lingkungan UGM (N=143). Hasil penelitian menunjukkan bahwa *affective commitment* dan *proactive personality* secara simultan berperan signifikan terhadap OCB pada mahasiswa UGM dengan kontribusi sebesar 26,5%. Temuan ini mengindikasikan bahwa keterikatan emosional terhadap organisasi dan kecenderungan kepribadian proaktif merupakan faktor penting dalam mendorong munculnya OCB di organisasi mahasiswa. Penelitian ini diharapkan dapat berkontribusi secara teoretis bagi pengembangan kajian psikologi industri dan organisasi, serta berimplikasi praktis bagi pengelolaan organisasi mahasiswa dalam upaya peningkatan OCB anggotanya.

**Keywords:** OCB, komitmen afektif, kepribadian proaktif

## The Role of Organizational Commitment and Proactive Personality in Organizational Citizenship Behavior on UGM Students

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**Abstract.** Student organizations are important for developing skills, but the members' low level active participation remains a major challenge. Active participation of members is not only necessary for carrying out organizational tasks, but also for taking initiatives and contributing voluntarily (OCB). Organizational citizenship behavior is an important factor in supporting the sustainability of student organizations by reflecting voluntary extra-role behavior and contributing to organizational development. This study aims to examine the role of organizational commitment (affective commitment) and proactive personality on OCB in UGM students. This study uses a quantitative method with multiple linear regression as data analysis. Data collection was carried out through a survey using the Organizational Citizenship Behavior Scale, Organizational Commitment Scale (Affective Commitment), and Proactive Personality Scale 10 version. Participants were active members of student organizations at UGM (N=143). The results showed that affective commitment and proactive personality simultaneously played a significant role in OCB in UGM students with a contribution of 26.5%. These findings indicate that emotional attachment to the organization and a tendency for proactive personality are important factors in encouraging the emergence of OCB in student organizations. This research is expected to contribute theoretically to the development of industrial and organizational psychology studies, as well as have practical implications for the management of student organizations in efforts to increase the OCB of its members.

**Keywords:** *Organizational Citizenship Behavior, affective commitment, proactive personality*