

## Intisari

Penelitian ini bertujuan untuk mengetahui pengaruh *fun at work*, *work engagement*, dan *positive affect* terhadap *organizational citizenship behavior*.

Penelitian ini dilaksanakan dengan menggunakan sampel sebanyak 255 responden pada karyawan di berbagai institusi mulai dari institusi pemerintah (PNS/Honorer), BUMN, perusahaan swasta nasional serta karyawan swasta multinasional yang telah bekerja minimal satu tahun. Pengambilan sampel penelitian ini menggunakan prosedur *non-probability sampling*. Teknik analisis data yang digunakan dalam penelitian ini adalah teknik *Structural Equation Modelling* (SEM) dengan menggunakan software LISREL 8.8.

Hasil dari penelitian ini menemukan bahwa *fun at work* berpengaruh secara signifikan terhadap *work engagement* dan *positive affect* namun *fun at work* tidak berpengaruh secara signifikan terhadap *organizational citizenship behavior*. Selanjutnya dari hasil penelitian juga menunjukkan bahwa *work engagement* dan *positive affect* berpengaruh secara signifikan terhadap *organizational citizenship behavior* pada karyawan yang telah bekerja minimal satu tahun. Saran kepada pihak yang akan melakukan penelitian selanjutnya dan batasan dalam penelitian juga disertakan dalam penelitian ini.

Kata Kunci: *fun at work*, *organizational citizenship behavior*, *work engagement*, *positive affect*.

### *Abstract*

*This research aims to find out the effect of fun at work, work engagement, and positive affect to organizational citizenship behavior.*

*This research was conducted using a sample of 255 respondents in various institutions ranging from government institutions (Civil Servants/Honorer), state-owned enterprise, national private companies as well as multinational private employees who worked over one year. Sampling this study uses a non-probability sampling procedure. The data analysis technique used in this study is structural equation modelling (SEM) technique using LISREL 8.8 software.*

*The results of this study found that fun at work has a significant effect on work engagement and positive affect but fun at work has no significant effect on organizational citizenship behavior. Furthermore, the results of the study also showed that work engagement and positive affect significantly affect organizational citizenship behavior in employees who worked over one year. Suggestions to those who will conduct further research and those who will apply fun at work as well as limitations in the research are also included in this study.*

*Keywords: fun at work, organizational citizenship behavior, work engagement, positive affect.*