

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *organizational commitment* dengan *organizational citizenship behavior* (OCB) pada karyawan Generasi Z di D.I. Yogyakarta. Subjek penelitian berjumlah 200 karyawan Generasi Z berusia 18–30 tahun dengan masa kerja minimal satu tahun. Instrumen yang digunakan adalah skala OCB berdasarkan aspek Organ, Podsakoff, dan MacKenzie (2006) serta skala *organizational commitment* berdasarkan aspek Allen dan Meyer (1990). Hasil uji reliabilitas menunjukkan *Alpha Cronbach* sebesar 0,877 untuk OCB dan 0,919 untuk *organizational commitment*. Analisis data menggunakan korelasi *Product Moment Pearson* dengan bantuan SPSS 29.0. Temuan penelitian menunjukkan adanya hubungan positif yang signifikan antara *organizational commitment* dengan OCB ($p < 0,05$). Hal ini berarti semakin tinggi tingkat komitmen karyawan terhadap organisasi, semakin besar pula kecenderungan mereka menampilkan perilaku ekstra-rol yang mendukung efektivitas organisasi. Penelitian ini menegaskan pentingnya penguatan komitmen organisasi sebagai strategi dalam mendorong perilaku sukarela karyawan Generasi Z yang kini mendominasi angkatan kerja, sehingga dapat meningkatkan kinerja dan daya saing perusahaan.

Kata kunci: *organizational commitment, organizational citizenship behavior, Generasi Z*

ABSTRACT

This study aims to examine the relationship between organizational commitment and organizational citizenship behavior (OCB) among Generation Z employees in D.I. Yogyakarta. The participants consisted of 200 Generation Z employees aged 18–30 years with a minimum work tenure of one year. The instruments used were the OCB scale based on Organ, Podsakoff, and MacKenzie (2006) and the organizational commitment scale based on Allen and Meyer's (1990) model. Reliability testing yielded Cronbach's Alpha coefficients of 0.877 for OCB and 0.919 for organizational commitment. Data were analyzed using Pearson's Product Moment correlation with the assistance of SPSS 29.0. The results indicated a significant positive relationship between organizational commitment and OCB ($p < 0.05$). This suggests that higher organizational commitment is associated with a greater tendency to display extra-role behaviors that contribute to organizational effectiveness. These findings highlight the importance of strengthening organizational commitment as a strategy to foster voluntary behaviors among Generation Z employees, who increasingly dominate the workforce, thereby enhancing organizational performance and competitiveness.

Keywords: *organizational commitment, organizational citizenship behavior, Generation Z*