ABSTRAK

Organizational Citizenship Behavior (OCB) merupakan perilaku sukarela karyawan yang berkontribusi terhadap efektivitas organisasi di luar tuntutan pekerjaan formal. Salah satu faktor yang diduga berkaitan dengan munculnya OCB adalah *Occupational Self Efficacy*, yaitu keyakinan individu terhadap kemampuannya dalam menyelesaikan tugas dan menghadapi tuntutan pekerjaan. Penelitian ini bertujuan untuk mengetahui hubungan antara *Occupational Self Efficacy* dengan *Organizational Citizenship Behavior* pada karyawan Generasi Z. Hipotesis penelitian menyatakan bahwa terdapat hubungan positif antara *Occupational Self Efficacy* dengan *Organizational Citizenship Behavior* pada karyawan Generasi Z. Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Partisipan penelitian berjumlah 150 karyawan Generasi Z yang dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan menggunakan *Occupational Self Efficacy Scale* dan Skala *Organizational Citizenship Behavior* (OCB) yang dirancangkan oleh peneliti terdahulu. Analisis data dilakukan menggunakan uji korelasi *Spearman Rank*. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *Occupational Self Efficacy* dengan *Organizational Citizenship Behavior* pada karyawan Generasi Z ($\rho = 0{,}689$; $p < 0{,}001$). Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *Occupational Self Efficacy* dengan *Organizational Citizenship Behavior* pada karyawan Generasi Z. Maka demikian, hipotesis penelitian diterima.

***Kata kunci** : Karyawan Generasi Z, Occupational Self-Efficacy, Organizational Citizenship Behavior*

Abstract

Organizational Citizenship Behavior (OCB) refers to voluntary employee behaviors that contribute to organizational effectiveness beyond formal job requirements. One factor presumed to be associated with OCB is Occupational Self Efficacy, defined as an individual's belief in their ability to successfully perform work-related tasks and cope with job demands. This study aimed to examine the relationship between Occupational Self Efficacy and Organizational Citizenship Behavior among Generation Z employees. The research hypothesized a positive relationship between Occupational Self Efficacy and Organizational Citizenship Behavior. This study employed a quantitative correlational approach involving 150 Generation Z employees selected through purposive sampling. Data were collected using the Occupational Self Efficacy Scale and the Organizational Citizenship Behavior Scale developed by a previous researcher. Data were analyzed using Spearman's Rank Correlation. The findings revealed a significant positive relationship between Occupational Self Efficacy and Organizational Citizenship Behavior among Generation Z employees ($\rho = 0.689$, $p < 0.001$). The results indicated a significant positive relationship between Occupational Self Efficacy and Organizational Citizenship Behavior among Generation Z employees. Thus, the proposed hypothesis was accepted.

Keywords *: Generation Z Employees, Occupational Self Efficacy, Organizational Citizenship Behavior*