Abstrak

Organizational Citizenship Behavior (OCB) merupakan perilaku sukarela yang ditunjukkan oleh karyawan di luar dari kewajiban kerja formal yang tercantum dalam deskripsi pekerjaan, namun mampu memberikan kontribusi positif terhadap perusahaan. Rendahnya *Organizational Citizenship Behavior* pada karyawan perbankan dapat memengaruhi kualitas pelayanan dan kinerja perusahaan. Salah satu faktor yang di duga berkaitan dengan munculnya perilaku *Organizational Citizenship Behavior* yang rendah adalah *Job Embeddedness*, yaitu tingkat keterikatan karyawan terhadap pekerjaan dan perusahaannya. Penelitian ini bertujuan untuk mengetahui hubungan *antara Job Embeddedness* dengan *Organizational Citizenship Behavior* pada karyawan perbankan. Hipotesis penelitian menyatakan bahwa terdapat hubungan yang positif antara *Job Embeddedness* dengan *Organizational Citizenship Behavior*. Partisipan penelitian ini berjumlah 230 karyawan perbankan, dengan masa kerja minimal dua tahun yang dipilih menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan *Organizational Citizenship Behavior Scale* yang diadopsi dari Lubis (2024) berdasarkan aspek Organ (1988; 2006) dan *Job Embeddedness Scale* yang juga diadopsi dari Devi (2020) berdasarkan aspek Mitchell, et al, (2001). Analisis data penelitian ini menggunakan teknik korelasi *Pearson Product Moment*. Hasil penelitian menunjukkan terdapat hubungan yang positif antara *Job Embeddedness* dengan *Organizational Citizenship Behavior* (r= 0,408; p = 0,001). Nilai koefisien determinasi (R^2 = 0,166) menunjukkan bahwa *Job Embeddedness* berkaitan dengan 16,6% variasi *Organizational Citizenship Behavior*, sedangkan 83,4% sisanya berkaitan dengan faktor lain yang tidak diteliti. Dengan demikian, hipotesis diterima, yang berarti semakin tinggi *Job Embeddedness*, semakin tinggi pula *Organizational Citizenship Behavior* pada karyawan perbankan.

***Kata Kunci** : Job Embeddedness, Karyawan, Organizational Citizenship Behavior*

Abstract

Organizational Citizenship Behavior (OCB) refers to voluntary behavior demonstrated by employees beyond the formal work obligations stated in their job descriptions, yet capable of making a positive contribution to the company. Low levels of Organizational Citizenship Behavior among banking employees may affect the quality of service and company performance. One factor that is presumed to be associated with the emergence of low Organizational Citizenship Behavior is Job Embeddedness, which refers to the level of employees' attachment to their jobs and organizations. This study aims to determine the relationship between Job Embeddedness and Organizational Citizenship Behavior among banking employees. The research hypothesis states that there is a positive relationship between Job Embeddedness and Organizational Citizenship Behavior. The participants in this study consisted of 230 banking employees, with a minimum work tenure of two years, selected using a purposive sampling technique. Data were collected using the Organizational Citizenship Behavior Scale, adopted from Lubis (2024) based on the aspects proposed by Organ (1988; 2006), and the Job Embeddedness Scale, adopted from Devi (2020) based on the aspects proposed by Mitchell et al. (2001). Data analysis in this study was conducted using the Pearson Product Moment correlation technique. The results showed a positive relationship between Job Embeddedness and Organizational Citizenship Behavior ($r = 0,408$; $p = 0,001$). The coefficient of determination ($R^2 = 0,166$) indicates that Job Embeddedness is associated with 16,6% of the variance in Organizational Citizenship Behavior, while the remaining 83,4% is associated with other factors not examined in this study. Thus, the hypothesis is accepted, indicating that the higher the level of Job Embeddedness, the higher the level of Organizational Citizenship Behavior among banking employees.

***Key Words** : Job Embeddedness, Employee, Organizational Citizenship Behavior*