

## **ABSTRACT**

*The succes of a companys or organizations is determined by the role of human resourcest. These resources have a strategic role in advancing and developing the companys. This research was conductid on employes of an oil processing company, namely PT-Trans-Pacific Petrochemical Indotama Tuban (PT. TPPI). This research aim to determine the factors that influence organizational citizenship behavior (OCB). The existence of inconsistencies in the result basis for this research regarding the relationship between organizational commitment and OCB. Apart from that, there is an employee engagement variable as a mediation to determine its indirect role in its relationship to the influences of organizational comitment on OCB. The population in this study were all employees at PT. TPPI Tuban production department. The sample used was permanent employees, involving 157 respondents using sensus sampling method. Data analysis used structurall equation modeling (SEM) with the SmartPLS4 analysis tool. Data was distributed through written questionnaires to respondents and then entered manually into Microsoft Excel for analysis. The research show that organizational commitment has a positive on OCB and employee engagementtt. Then employees engagement has a positive on OCB. Apart from that, the researcch result also show employee engagementtt succesfully mediate the relationship betwen organizational commitment and OCB.*

**Keyword : Organizational citizenship behaviour, Organizational Commitment, Employee Engagement.**