

ABSTRACT

The rapid development of the hospital industry can improve the quality and strength of Health Services. This is certainly a challenge for Roemani Muhammadiyah hospital Semarang to continue to realize the dream as well as the willingness of the community in providing conducive health services. The success of the hospital in achieving the goals, one of which is determined by the positive attitude of the nurses responsible for the work done. In carrying out their duties nurses must have a responsibility that is to try to encourage the emergence of extra role behavior in carrying out their duties. In 2021 and 2022 with the number of nurses 154 have good competence. Good competence is influenced by several factors, namely OCBIP.

The purpose of this study was to analyze and test the Islamic leadership, organizational support, and affective organizational commitment to the behavior of the citizenship of Islamic organizations. The population used is permanent nurses with a working period of 2 years or more at Roemani Muhammadiyah Hospital Semarang, which amounted to 250 nurses. Calculation of the number of samples using the slovin formula. The sample was taken 154 nurses permanent nurses who have worked for 2 years or more. The Data were obtained through a questionnaire method which was then tested and Amos 24 was examined using structural equation modeling (SEM).

The outcomes demonstrated that: (1) Islamic leadership has a significant effect on organizational commitment afektif. (2) organizational support significantly affects affective organizational commitment. (3) Islamic leadership has a significant influence on the behavior of the citizenship of Islamic organizations. (4) organizational support has a significant effect on the behavior of the citizenship of Islamic organizations. (5) affective organizational commitment has a negative and insignificant effect on the behavior of the citizenship of Islamic organizations.

Keywords : *Islamic Leadership, Perceived Organizational Support, Organizational Affective Commitment, Islamic Organizational Citizenship Behavior*