

ABSTRACT

The problems in the research are about the high loss of absenteeism and the absenteeism level of employees of the Regional Secretariat of Manokwari Regency in the last 4 (four) months, so it is interesting to be studied scientifically. Allegedly high loss of absenteeism and employee absenteeism is an indication of the lack of conducive attitude of employees at Organizational Citizenship Behavior. This study aims to analyze and examine the effect of organizational commitment, personality and organizational support on Organizational Citizenship Behavior; either partially or simultaneously.

The population of this study is the employee of the Regional Secretariat of Manokwari Regency of 327 people. The sample used was 100 respondents, taken using proportional random sampling. Statistical tool used is multiple linear regression, because all four variables (4) are measured using interval scale.

The results show; 1) Personality variable (X2) has the greatest positive influence on behavioral variable of Organizational Citizenship Behavior of employees of Regional Secretariat of Manokwari Regency (Y), with contribution of 50.6 percent. This suggests that the second hypothesis (H2) is acceptable; 2) organizational support variable (X3) has the second largest positive effect on behavioral variable of Organizational Citizenship Behavior of employees of Regional Secretariat of Manokwari Regency (Y), with contribution of 25.4 percent. This suggests that the third hypothesis (H3) is acceptable; 3) organizational commitment variable (X1) has the third largest positive effect on behavioral variable of Organizational Citizenship Behavior of employees of Regional Secretariat of Manokwari Regency (Y), with contribution of 16.5 percent. This suggests that the first hypothesis (H1) is acceptable; 4) All independent variables of research consisting of; organizational commitment (X1), personality (X2) and organizational support (X3) simultaneously have positive effect on behavioral variable of Organizational Citizenship Behavior of employees of Regional Secretariat of Manokwari Regency (Y), with contribution of 42,4%

Keywords: Organizational Citizenship Behavior and employees of the Regional Secretariat of Manokwari Regency