

ABSTRACT

Employee involvement is an important factor in maintaining a competitive environment in achieving organizational success and Organizational Citizenship Behavior for every employee. This study aims to analyze the factors that affect the Organizational Citizenship Behavior of employees of the Financial Services Authority Regional 3 Central Java and Yogyakarta, Central Java and Yogyakarta, namely the variables of Organizational Culture (X1), Transformational Leadership (X2), and Employee Involvement (Y1) as intervening variables. anything that can improve Organizational Citizenship Behavior at Financial Services Authority Regional 3 Central Java and Yogyakarta.

The sample of this study amounted to 169 respondents, who were given a questionnaire by the researcher to answer and the entire questionnaire was returned. Determination of the sample is carried out by the census method, where members of the population are the sample (Sugiyono, 2012). In this study, the respondents were 169 employees of the Financial Services Authority Regional 3 Central Java and Yogyakarta. The tool used to analyze the data is AMOS 22.00 with the Structural Equation Modeling (SEM) method.

The results showed that overall of the 5 hypotheses in this study were acceptable. The factors that have a significant effect are Organizational Culture (X1) and Transformational Leadership (X2) on Employee Involvement (Y1) and Organizational Citizenship Behavior. And Employee Engagement (Y1) has a significant positive effect on Organizational Citizenship Behavior (Y2).

Keywords: *Organizational Culture, Transformational Leadership, Employee Engagement and Organizational Citizenship Behavior.*