

ABSTRACT

This research aims to analyze organizational commitment on Organizational Citizenship Behavior with Leader-Member Exchange as a moderating variable. This study uses the independent variable that is organizational commitment, the moderating variable that is Leader-Member Exchange, and the dependent variable that is Organizational Citizenship Behavior.

The sample in this study were hotel employees in Pekalongan City who had worked for at least 1 (one) year which consisted of 81 respondents. The sampling technique was conducted by purposive sampling method. Collecting data was conducted by a questionnaire distributed partially directly and partially by online to respondents. The data analysis technique used in this study is Moderated Regression Analysis (MRA) with SPSS 26 application to determine the effect of moderation between the independent variable on the dependent variable.

The results showed that organizational commitment has a positive and significant effect on Organizational Citizenship Behavior. Leader-Member Exchange can also moderate organizational commitment which has a positive and significant effect on Organizational Citizenship Behavior.

Keywords : organizational commitment, Organizational Citizenship Behavior, Leader-Member Exchange.