

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan mendeskripsikan pengaruh etika kerja islam, komitmen afektif, *employee engagement* terhadap *organizational citizenship behavior*. Populasi dalam penelitian ini adalah karyawan di 12 BMT di kota Semarang yang berjumlah 100 responden dan teknik pengambilan sampel yang digunakan adalah sampling sensus. Analisis data dalam penelitian ini menggunakan analisis regresi linier berganda untuk menguji secara parsial variable independen yaitu etika kerja islam, komitmen afektif, dan keterkaitan karyawan terhadap variable dependen yaitu *organizational citizenship behavior*. Menggunakan *sobel test* untuk mengetahui pengaruh langsung dan tidak langsung.

Hasil penelitian menyatakan bahwa etika kerja islam berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Etika kerja islam berpengaruh positif dan signifikan terhadap komitmen afektif. Etika kerja islam berpengaruh positif dan signifikan terhadap *employee engagement*. komitmen afektif berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. *Employee engagement* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Komitmen afektif dan *employee engagement* mampu menjadi variabel intervening antara etika kerja islam terhadap *organizational citizenship behavior*.

Kata kunci : Etika Kerja Islam, Komitmen Afektif, *Employee Engagement*, Dan *Organizational Citizenship Behavior*

ABSTRACT

This study aims to analyze and describe the influence of Islamic work ethics, affective commitment, employee engagement on organizational citizenship behavior. The population in this study were employees in 12 BMT in the city of Semarang totaling 100 respondents and the sampling technique used was census sampling. Data analysis in this study uses multiple linear regression analysis to partially test the independent variables, namely Islamic work ethics, affective commitment, and the relationship of employees to the dependent variable, organizational citizenship behavior. Use the sobel test to find out the direct and indirect effects.

The results of the study stated that Islamic work ethics had a positive and significant effect on organizational citizenship behavior. Islamic work ethic has a positive and significant effect on affective commitment. Islamic work ethic has a positive and significant effect on employee engagement. affective commitment has a positive and significant effect on organizational citizenship behavior. Employee engagement has a positive and significant effect on organizational citizenship behavior. Affective commitment and employee engagement can be an intervening variable between Islamic work ethics and organizational citizenship behavior.

Keywords: *Islamic Work Ethics, Affective Commitment, Employee Engagement, and Organizational Citizenship Behavior*

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