

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis 1. Pengaruh *Self Efficacy* Terhadap *Organizational Citizenship Behavior* (OCB) 2. Pengaruh Komitmen Organisasi terhadap *Organizational Citizenship Behavior* (OCB) 3. Pengaruh *Self Efficacy* dan Komitmen Organisasi terhadap *Organizational Citizenship Behavior* Pada Dinas Sumber Daya Air Dan Bina Konstruksi. Populasi 150 orang, dan sampel 81 orang. metode analisis data adalah teknik probability sampling dengan jenis metode simple random sampling atau pengambilan sampel secara acak sederhana. sedangkan metode pengujian hipotesis adalah uji T dan uji F. hasil penelitian *Self Efficacy* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, Komitmen Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB), Pengaruh *Self Efficacy* Dan Komitmen Organisasi Terhadap *Organizational Citizenship Behavior* (OCB) berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) Pada Dinas Sumber Daya Air Dan Bina Konstruksi.

Kata Kunci: *Self Efficacy*, komitmen Organisasi, *Organizational Citizenship Behavior* (OCB)

ABSTRAK

This research aims to test and analyze 1. The influence of *self-efficacy* on *organizational citizenship behavior* (OCB) 2. The influence of organizational commitment on *organizational citizenship behavior* (OCB) 3. The influence of *self-efficacy* and organizational commitment on *organizational citizenship behavior* in the Water Resources and Development Department Construction. The population is 150 people, and the sample is 81 people. The data analysis method is a probability sampling technique with a simple random sampling method or simple random sampling, while the hypothesis testing method is the T test and F test. The research results of *Self Efficacy* have a positive and significant effect on *Organizational Citizenship Behavior*, Organizational Commitment has a positive and significant effect on *Organizational Citizenship Behavior* (OCB), the Influence of *Self Efficacy* and Organizational Commitment on *Organizational Citizenship Behavior* (OCB).) has a positive and significant effect on *Organizational Citizenship Behavior* (OCB) at the Water Resources and Construction Development Department.

Keywords: *Self Efficacy*, Organizational Commitment, *Organizational Citizenship Behavior* (OCB).