

The influence of organizational socialization on organizational citizenship behavior with organizational identification and job involvement as mediating variables: case study Hanamasa restaurant =
Pengaruh sosialisasi organisasi terhadap organizational citizenship behavior dengan identifikasi organisasi dan keterlibatan kerja sebagai variabel mediasi: studi kasus Hanamasa restaurant

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Abstrak

ABSTRACT

This study was conducted in order to investigate the factors that influenced organizational citizenship behavior OCB in Hanamasa Restaurant by analyzing several factors, such as organizational socialization, organizational identification, and job involvement. Structural equation modelling analysis N 240 revealed that relations between employees rsquo evaluations of organizational socializaton and organizational citizenship behavior OCB were partially mediated by perceptions on organizational identification and job involvement.

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui faktor-faktor yang mempengaruhi organizational citizenship behavior OCB para karyawan di Restoran Hanamasa dengan menganalisis beberapa faktor, yaitu sosialisasi organisasi, identifikasi organisasi, dan keterlibatan kerja. Analisis model persamaan struktural N=240 mengungkapkan bahwa hubungan antara proses sosialisasi organisasi dan organizational citizenship behavior OCB dimediasi sebagian oleh identifikasi organisasi dan keterlibatan kerja.