

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh penghargaan terhadap *organizational citizenship behaviour* melalui *perceived organizational support* pada karyawan PT. Mitra Mulia Makmur di Sidoarjo. Penelitian ini menggunakan pendekatan kuantitatif dengan jumlah sampel yang digunakan sebanyak 114 responden menggunakan teknik pengambilan non probability sampling dengan teknik random sampling. Teknik analisis data yang digunakan adalah SEM (structural equation modeling) dengan menggunakan software IBM SPSS AMOS Statistic Version 22. Hasil penelitian menunjukan bahwa: 1) Penghargaan berpengaruh signifikan dan positif terhadap *Perceived Organizational Support* (POS) PT. Mitra Mulia Makmur. 2) Penghargaan berpengaruh signifikan dan positif terhadap *Organizational Citizenship Behavior* (OCB) PT. Mitra Mulia Makmur. 3) *Perceived Organizational Support* (POS) berpengaruh tidak signifikan dan positif terhadap *Organizational Citizenship Behavior* (OCB) PT. Mitra Mulia Makmur.

Kata Kunci : Penghargaan, *Perceived Organizational Support*, *Organizational Citizenship Behaviour*

ABSTRACT

This study aims to determine and analyze the effect of rewards on organizational citizenship behavior through perceived organizational support for employees of PT. Mitra Mulia Makmur in Sidoarjo. This study uses a quantitative approach with the number of samples used as many as 114 respondents using a non-probability sampling technique with random sampling technique. The data analysis technique used is SEM (structural equation modeling) using IBM SPSS AMOS Statistic Version 22 software. The results show that: 1) Awards have a significant and positive effect on Perceived Organizational Support (POS) PT. Mitra Mulia Makmur. 2) Awards have a significant and positive effect on Organizational Citizenship Behavior (OCB) PT. Mitra Mulia Makmur. 3) Perceived Organizational Support (POS) has an insignificant and positive effect on Organizational Citizenship Behavior (OCB) of PT. Mitra Mulia Makmur.

Keywords: *Awards, Perceived Organizational Support, Organizational Citizenship Behavior*