

ABSTRACT

The study aims to determine the Effect of Organizational Commitment (X1), Individual Competence (X2) Against Organization Citizenship Behavior (OCB) (Y) on Housing Staff of Regional Office VI Surabaya. The study population was all employees of the Regional Housing Office VI Surabaya, sampling using saturated samples so that the sample was 42 respondents with probability sampling method. Data were collected through questionnaires and analyzed using multiple linear regression. From the results of the analysis it was found that partially the organizational commitment variables and individual competencies had a significant effect on Organization Citizenship Behavior (OCB). While simultaneously it was found that organizational commitment and individual competence had a significant effect on Organization Citizenship Behavior (OCB).

Keyword: *Organizational Commitment, Individual Competence, Organization Citizenship Behavior (OCB).*

ABSTRAK

Penelitian bertujuan untuk mengetahui Pengaruh Komitmen Organisasional (X1), Kompetensi Individu (X2) Terhadap *Organization Citizenship Behavior* (OCB) (Y) pada Pegawai Perumnas Kantor Regional VI Surabaya. Populasi penelitian adalah seluruh pegawai Perumnas Kantor Regional VI Surabaya, pengambilan sampel menggunakan sampel jenuh sehingga sampel sebanyak 42 responden dengan metode *probability sampling*. Data dikumpulkan melalui kuisioner dan dianalisa menggunakan regresi linier berganda. Dari hasil analisis didapat bahwa secara parsial variabel komitmen organisasional dan kompetensi individu berpengaruh signifikan terhadap *Organization Citizenship Behavior* (OCB). Sedangkan secara simultan didapat bahwa komitmen organisasional dan kompetensi individu berpengaruh signifikan terhadap *Organization Citizenship Behavior* (OCB).

Kata kunci: Komitmen Organisasional, Kompetensi Individu, *Organization Citizenship Behavior* (OCB).