

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh langsung *person-job fit* dan *person-organizational fit* terhadap kepuasan kerja. Penelitian ini juga menganalisis pengaruh tidak langsung *person-job fit* dan *person-organizational fit* terhadap *organization citizenship behaviour (OCB)* melalui kepuasan kerja sebagai mediator. Sampel pada penelitian ini berjumlah 75 responden. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Analisis yang digunakan yaitu uji instrument (uji validitas dan uji reliabilitas), uji asumsi klasik, dan uji analisis jalur dengan menggunakan SPSS versi 25. Hasil penelitian menunjukkan bahwa *Person-job fit* tidak berpengaruh terhadap kepuasan kerja dan kepuasan kerja tidak memediasi hubungan antara *person-job fit* terhadap *organization citizenship behaviour (OCB)*. Tetapi kepuasan kerja berpengaruh positif dan signifikan terhadap *organization citizenship behaviour (OCB)*. Sedangkan *person-organizational fit* berpengaruh positif dan signifikan terhadap kepuasan kerja dan kepuasan kerja memediasi secara penuh hubungan antara *person-organizational fit* terhadap *organization citizenship behaviour (OCB)*.

Kata kunci: kesesuaian individu-pekerjaan, kesesuaian individu-organisasi, kepuasan kerja, perilaku organisasi.

ABSTRACT

INFLUENCE OF PERSON-JOB FIT AND PERSON-ORGANIZATIONAL FIT TOWARDS ORGANIZATION CITIZENSHIP BEHAVIOUR (OCB) THROUGH JOB SATISFACTION AS MEDIATION VARIABLE

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This research was aimed at analyzing the direct influence of person-job fit and person-organizational fit in job satisfaction. It was also analyzing the indirect influence of person-job fit and person-organizational fit in organization citizenship behaviour (OCB) through job satisfaction as mediator. The sample of the research was 75 respondents. The sample collection technique used saturated sample technique. The analysis used was instrument tests (validity and reliability tests), classic assumption test, and path analysis test using SPSS ver. 25. The research result showed that person-job fit did not influence job satisfaction and job satisfaction did not mediated the relationship between person-job fit and organization citizenship behaviour (OCB). However, job satisfaction had positive and significant influence towards organization citizenship behaviour (OCB). Meanwhile, person-organizational fit had positive and significant influence towards job satisfaction and job satisfaction fully mediated the relationship between person-organizational fit towards organization citizenship behaviour (OCB).

Keyword: *person-job fit, person-organizational fit, job satisfanction, organization citizenship behavior.*