

Environmental Influence Analysis of Organizational Commitment to Work and Organizational Citizenship Behavior (OCB) and Career Development, the General Bureau, the Regional Secretariat West Sumatra

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Abstract: *This study aims to: 1). To find out how the influence of organizational commitment on Organizational Citizenship Behavior, 2). To determine how the work environment influence on Organizational Citizenship Behavior and 3) to determine how the work environment influence on the organization's commitment to the General Bureau, the Regional Secretariat of Sumatra Barat. The research object is employee General Bureau, the Secretariat of West Sumatra. Data obtained by conducting a survey using questionnaires. This analysis was tested by using Smart PLS. From research conducted by testing the hypothesis known indicate that the work environment positive and significant effect on Organizational Commitment. Work environment positive and significant effect on OCB. Organizational commitment and significant positive effect on OCB. OCB positive and significant impact on Career Development.*

Key Words: *Work Environment, Organizational Commitment, Organizational Citizenship Behavior (OCB) and Career Development.*

1. INTRODUCTION:

According to Robbins and Judge (2010) states that the organization wants employees who are willing to perform tasks that are not listed in their job description.

Work environment as follows: "The working environment is a whole tool tooling and material facing the surrounding environment where the person works. Its working methods, as well as the arrangement works both as individuals and as a group. (Sedarmayati, 2013)

According to Mathis & Jackson (2011), organizational commitment is the level of trust and acceptance workforce to organizational goals and have a desire to remain in the organization".

Career development (career development) is a condition that indicates an increase in the level or status of a person in the job, the things that drive a person choosing a career as an entrepreneur development, it can be seen through a particular personality assessment experience and background (Salmah, 2012)

OCB Bureau of the Public, West Sumatra Regional Secretariat wants employees able to work in their fields and are also able to deliver more value than limited mandates. There are some disadvantages applications OCB General Bureau, the Secretariat of West Sumatra, as was mentioned by the Head of HR several things, among others, issues disciplinary and passion in carrying out tasks which indicates the level of conscientiousness and Sportsmanship employees are low and the competence of the employees who have not yet reached to operate the standard of today's technology, this shows a desire to learn that less that describe a low courtesy. Employees with younger age more easily and quickly understand the electronic device.

On the General Bureau, the Secretariat of West Sumatra, less the exercise of organizational commitment by employees. Based on the above background explanation and attention to the phenomenon, it is necessary to do research on "Environmental Influence Analysis of Organizational Commitment to Work and Organizational Citizenship Behavior (OCB) and a Career Development Bureau of the Public, West Sumatra Regional Secretariat.

2. LITERATURE REVIEW:

According to Robbins and Judge (2010) states that the organization wants employees who are willing to perform tasks that are not listed in their job description.

According to Allison, (2011) indicators Organizational Citizenship Behavior is as follows:

1. *altruism*, Is the behavior of employees in helping colleagues who have difficulty being faced performance good situation on the tasks within the organization as well as other people's personal problems.
2. *courtesy*, Is the behavior in maintaining good relations dengna co-workers in order to avoid problems among employees, so that people who have Courtesy is people who appreciate and care for others.

3. *Civic Virtue*, Is a behavior that indicates responsibility for the life of the organization in which the employees will follow the trend of changes in the organization. Taking the initiative to recommend how the procedure within the organization can be improved, and protect the resources owned by the organization.
4. *Sportsmanship*, Is a behavior that tolerate less than ideal circumstances in organisasi without appealed.
5. *conscientiousness*, Is the behavior shown by trying more than expected company, Diman voluntary behavior is not an obligation or duty of the employee concerned.

Career development (career development) is a condition that indicates an increase in the level or status of a person in the job, the things that drive a person choosing a career as an entrepreneur development, it can be seen through a particular personality assessment experience and background (Salmah, 2012). In this study, the indicators used to measure the accuracy of employee career development system General Bureau, the Secretariat of West Sumatra is one.2. The value of career development and availability of career development opportunities

The work environment is a whole tool tooling and material facing the surrounding environment where the person works. Its working methods, as well as the arrangement works both as individuals and as a group. (Sedarmayati, 2013)

According to according to Sedarmayanti (2013) indicators in measuring the work environment is as follows:

1. Lighting
2. Air temperature
3. clunk
4. The use of color
5. Space needed
6. job security

According to Mathis & Jackson (2011), organizational commitment is the level of trust and acceptance workforce to organizational goals and have a desire to remain in the organization ".

3. RESEARCH METHODOLOGY:

Object of research

This research was conducted at the General Bureau, the Secretariat of West Sumatra.

Population and Sample

According Sugiyono (2010) population is a generalization region consisting of the object or subject that has certain qualities and characteristics defined by the researchers to learn and then drawn conclusions. The population in this study were all employees working in research was conducted at the General Bureau, the Regional Secretariat of West Sumatratotaling 180 people,

In this study, the authors use a sampling technique with saturated sampling method (Method Census), ie sampling technique in which all members of the population used as a sample (Sugiyono, 2014).

Types and Sources of Data

Types of data collected in this study are drawn from two sources of primary data and secondary data

Data collection technique

Data was collected using a questionnaire. According to Joseph (2013) "closed questionnaire is a set of alternative answers that have been determined in advance by the researcher, so that respondents only choose the answer by making a check mark (√) on the answer sheet that has been provided by researchers,

In order to more efficiently get the data from respondents, the researchers used the questionnaire method. The questionnaire was prepared using five (5) alternative answers where each answer has a score of 1-5, with details as follows:

Table 1 Alternative Answers With Scale Likert

No	alternative Answers	Weight Value
1	SS (Strongly Agree)	5
2	S (Agree)	4
3	N (Neutral)	3
4	TS (Disagree)	2
5	STS (Strongly Disagree)	1

Source: Imam Ghozali (2013)

Data analysis technique

The method of data analysis in this research is divided into two that are described below.

4. ANALYSIS:

Research result Discussion

Inferential analysis

Consistent with the hypothesis that has been formulated, so in this study was measured inferential statistical data analysis using software SmartPLS start of the measurement models (outer model), the model structure (inner model) and hypothesis testing (Ghozali, 2015). PLS according Ghozali (2015), is an alternative approach that shifts the approach of Structural Equation Modeling (SEM) based covariance be based variants. Covariance-based SEM generally test the causality / theory while PLS is more predictive models. PLS is a powerful analytical method, not necessarily meet the requirements of the assumptions of normality of data and sample size should not be large. PLS than can be used as a confirmation of the theory can also be used to build a relationship that does not exist or a theoretical basis for testing the proposition.

Measurement Evaluation Model

There are three kinds of tests were conducted to evaluate the measurement models (Ghozali, 2015). The types of testing are:

1. Individual Test Item Reliability

The test is performed to see which ones are good indicators used to measure each of the variables in other words to see the reliability of each indicator. Loading factor high value indicates that the indicators were indeed explain the variables measured. Indicators have factor loading values between 0.5-0.6 are acceptable (Yamin and Kurniawan, 2011) and vice versa if below that value will be eliminated in the model when performing this test.

2. Internal Consistency Test

This test is used to test the reliability of a set of indicators to measure the variables measured. 'Perceived value is the value of composite reliability and Cronbach's alpha obtained from the estimation SmartPLS. In recommendation value is > 0.60. In this study, Internal Consistency Test is as follows:

Table 2 Internal Consistency Test

	Cronbach's Alpha	composite Reliability
Work environment	0857	0809
Organizational commitment	0835	0870
OCB	0829	0874
Career development	0906	0929

Source: Smart Data Output PLS 3.0 (2018)

Based on Table 2 shows that the statements of individual variables Organizational Commitment, Work Environment, OCB and Career Development everything is declared invalid, it is because the value of composite reliability and Cronbach's alpha > 0.60.

3. Discriminant Test Validity

This test is done to see how big a difference between variables. Values are seen in this test is the variance extracted average value (AVE) obtained as a result of which the estimated value must be > 0.50. The next requirement that must also be met is the value of the square root of AVE each variable, must be greater than the value of the correlation with other variables.

Structural Evaluation Model

Structural Evaluation Model using R square. Changes in the value of R square can be used to assess the effect of certain independent latent variables on the dependent latent variables based research model. In general, the R-square is 0.75, 0:50, and 0:25 interpreted as substantial, moderate, and weak (Hair et, al.2014).

Table 3 Structural Evaluation Model

	R Square	R Square Adjusted
Organizational commitment	0.632	0.619
OCB	0.708	0.705
Career development	0.758	0,745

Source: Smart Data Output PLS 3.0 (2018)

Table 3 shows the testing of the structural model dilakukandengan see the value of R-Square which is a test for goodness-fitmodel. Table 3 shows a model of the effect of the Working Environment on Organizational Commitment R-square value of 0632 which means that the variability of Organizational Commitment constructs can be explained by the variability of the construct of Work Environment at 63.2% while the rest (36.5%) is explained by other Variables outside the investigated. Model influence Working Environment and Commitment Organizational against OCB gives the R-square of 0.708 yangdapat means that the variability in the construct of OCB can be explained by the construct Working Environment and Commitment Organizational amounted to 70.8%, while the rest (29.2%) is explained by other variables outside under study, The next test is to see the significance of the influence between variables to see the value of coefficient parameters and a significance value of t-statistic values. Or the inner loading coefficient values indicate the level of significance in hypothesis testing. Scores indicated by the t-statistic, Hartono (2008) explains that the significance of the size of the hypothesis can be used keterdukungan T-value comparison table and T-statistic. If the T-statistic is higher than the value of the T-table, it means that the hypothesis supported or accepted. The results of this analysis will be able to provide the answer to the problem formulated in this study. Next will be obtained path coefficients that can be known relationships and certain independen variable influence on the dependent variable.

Structural Model Analysis / Testing hypotheses

Analysis using equation Structural Equation Modeling (SEM) capable of providing the path analysis with latent variables are difficult to observe. SEM analysis of variance or wear based approach is also called partial least square (pls) using 3.0 M3 smartPLS program. Structural models consist of latent constructs that can not be observed and theoretically have a relationship. This test includes estimating path coefficients that identify the strength of the relationship independent and dependent variables. This structural model testing produces significant value relationship paths between the latent variables using bootstrapping function. PLS structural models were evaluated using R-Square for the dependent constructs, path coefficient values or t-values of each path to be tested signifikasnsinya between constructs in structural models. Rated R-Square is a test for goodness-fit model (Ghozali, 2014).

5. DISCUSSION:

Based on the formulation of the problem and have been processed by the program memgunakan smartpls then discussed one by one are as follows:

Influence of Organizational Commitment against OCB

Based on the hypothesis test showed that the Organizational Commitment positive and significant effect on OCB, this is because the value of T statistic (6,373) > T-statistic (1.65). Then H3 Accepted. This means that the perceived Organizational Commitment OCB employee will affect as Employees speak up Agencies to my friends as an institution is great for work, often see profit institutions as private profit, are proud to tell others that I am part of the agency's, Work in Institutions, allowing me to make full use of the ability, very happy I chose this institution to work and others.

There are many studies that support the willing-relationship between organizational commitment and OCB. It is said that the Organization committed employees are more likely to engage in behaviors that support the organization. Identification of high level with the organization's goals and values and a strong desire to maintain membership requires a willingness to exert effort to benefit the organization (Mowday, Steers & Porter, 1979). Social exchange theory (Blau, 1964) also supports a positive relationship between Organizational Commitment and OCB. Employees experiencing positive exchange with the organization would respond with a higher level of commitment to the Organization and also contribute in other ways, for example, to show a higher level of OCB (Cohen & Cool, 2008). Organ and Ryan (1995) and Lepine et al. (2002) in their meta-analysis found the AC related to OCB. Employees with high AC emotional attachment to the organization and thus engage themselves in activities with volunteer organizations (Zehir, Muceldili & Zehir, 2012). Furthermore, Chiu and Hong (2007) found for collectivist culture, the normative influence is stronger. If this is true, then in the Indian context, NC may be a significant predictor of OCB. Kohen and Cool (2008) suggests that employees with high-NC is more likely to engage in OCB because they regard it as the right thing to do. Kuehn and Al-Busaidi dynasty (2002) found a significant predictor NC OCB in the context of non-Barat. Penelitian conducted by Paul (2016) states that the positive effect Organizational Commitment Against OCB.

Against Work Environment influence OCB

Based on the hypothesis test showed that the work environment positive and significant effect on OCB, this is because the value of T statistic (7438) > T-statistic (1.65). Then H2 Accepted. This means increasing the working environment at the State Civil Apparatus (ASN) General Bureau, the Secretariat of West Sumatra at this time the OCB will increase as Training helps in career advancement, training helps improve work efficiency, how employees spend their working time, agency as meet the expectations of the work environment, belief among employees in general,

conflict resolution skills of immediate superiors, opportunities career advancement or your competence in general, Management and professional skills immediate supervisor, communication between the direct supervisor and the employee, satisfaction with human resources management and communication between employees, Supervisory provide me with enough information related to work, Trustees have a reasonable expectation of employment, confidence immediate supervisor in fellow coworkers, The responsibility of the direct supervisor of the employee, Opinions on Trust in the head of the institution, responsibilities within the organization as a whole.

Factors that cause the spirit of the work is a good co-worker, the existing social relations among employees, a pleasant working conditions, and the atmosphere harmonious working environment. Furthermore Grace (2010) states that cooperation conducive environment marked by the emergence of an open attitude of mutual interpersonal, mutual respect of each other and the common good rather than personal interests.

The work environment is a work environment that can affect morale and job satisfaction ultimately determines the productivity and performance of employees. A pleasant working environment a key driver for the employees to deliver top performance. Furthermore, the work environment can be described as the overall facilities and infrastructure that are around and can affect the implementation of the work itself. The interaction of organizational support in the form of fair treatment to all employees, supporting the activities of employees and provide good working conditions and an environment supportive working environment will improve organizational citizenship behavior (OCB) employees.

Nurhayati Research (2016), found that there is a positive influence between work environment variables on OCB, It can be interpreted that if the working environment is increasing the OCB will increase as well. Muayanah, Haryono, Wulan, (2016) Labor relations environment variables (X2) have a marked positive regression coefficient of 0.213 which gives the meaning that the working environment dipengaruhi Organizational Citizenship Behavior with clockwise or positive direction the stronger influence of variable working environment brings a strong impact improvement Organizational Citizenship Behavior.

Influence of Organizational Commitment Against Work Environment

Based on the hypothesis test showed that the work environment positive and significant effect on Organizational Commitment, this is because the value of T statistic (11 715) > T-statistic (1.65). It can be concluded that the working environment more conducive then it will increase the organization's commitment. The relationship between the physical work environment with comfort and safety it is very significant. Comfortable feeling centered in the heart of every worker, physical environment office will be directly related to the body of a worker such as Tint, Lighting, Air, Noise, motion Lounge, Security, Hygiene and Music. Non-physical work environment are all events that occur are concerned with labor relations, good relations with superiors and fellow co-worker relationships, or relationships with subordinates. as Training helps in career advancement, training helps improve work efficiency, how employees spend their working time, agency as meet the expectations of the work environment, belief among employees in general, conflict resolution skills of immediate superiors, opportunities career advancement or your competence in general, Management and professional skills immediate supervisor, communication between the direct supervisor and the employee, satisfaction with human resources management and communication between employees, Supervisory provide me with enough information related to work, Trustees have a reasonable expectation of employment, confidence immediate supervisor in fellow coworkers, The responsibility of the direct supervisor of the employee, Opinions on Trust in the head of the institution, responsibilities within the organization as a whole.

This is consistent with the theory Powered by the working environment in the workplace. One who can not work well if they do not create a good environment to do their job not wholeheartedly. It is stated that the work environment has contributed onset of morale in line with the Organization's commitment in the place of duty. Attachment to the organization's commitment with a conducive working environment will be made between employees in the General Bureau, the Secretariat of West Sumatra will be easy to accept the task of the organization. Responsibility in the execution of duties will also increase. Someone who own it will do the job to the fullest and voluntarily in the process. Nurlaila (2010) mentions the six dimensions of the working environment, flexibility and comfort, As the results Yonerita (2016) Partially and simultaneous variable Surveillance Systems Career Development and Environment, to the Employee Work Behavior (Organizational Citizenship Behavior) proven / accepted in the study. Furthermore Siwi (2012), Working Environment Variables and Discipline partially significant effect on Employee Organizational Commitment in the Early Morning Light Media. In accordance with some previous research on top of the work environment influence on Organizational Commitment.

Against OCB Influence Career Development

Based on the hypothesis test showed that OCB positive and significant effect on Career Development, this is because the value of T statistic (3,030) > T-statistic (1.65). So H4 Accepted. This means that the behavior of the organization will have an impact on employee career development. Career development includes career planning (career planning) and career management (career management) (Shaiful and Ali, 2015). Understanding the career

development requires examination of two processes, namely how people plan and implement the goals of his career (career planning) as well as how organizations design and implement programs that career development (Singh and Singh, 2010).

Planning a career (career planning) is a process by which individuals can identify and take steps to achieve the goals of his career. Career planning involves identifying career-related objectives and the preparation of plans to achieve those goals. While the career management (career management) is a process where organizations select, assess, assign, and develop employees in order to provide a collection of people who weighed to meet the needs in the future (Akhbari et al., 2013). Formulation of hypothesis 4 is supported by previous studies: Singh and Singh (2010); Akhbari et al., (2013) and Ueda, (2013).

6. CONCLUSION:

Based on the formulation of the problem and has been treated with menggunakan smartpls program it can be concluded as follows:

- Based on the hypothesis test showed that the Organizational Commitment positive and significant effect on OCB. Then H1 Accepted.
- Based on the hypothesis test showed that the work environment positive and significant effect on OCB. Then H2 Accepted.
- Based on the hypothesis test showed that the work environment positive and significant effect on Organizational Commitment. Then H3 Accepted.
- Based on the hypothesis test showed that OCB positive and significant effect on Career Development. So H4 Accepted.

7. REKOMENDATION:

Based on the results of the research and discussion previously described, the implications of this study are:

- Variable Organizational Commitment The most dominant question that answers Strongly Agree is Work at this Agency, allowing me to make full use of my abilities with a mean value of 4.33. And I am willing to put in a lot of effort beyond that usually expected to help this agency become successful with a mean of 4.29 and I am willing to continue working in this institution with a mean of 4.28 While the questions that answer the least agree are that I decided to work for this Agency a definite error in my part with a mean of 1.31. Therefore, the General Secretariat of the West Sumatra province should pay attention to the skills and abilities of each employee to work on the Tupoksi which should not only be suitable with educational background but should be in accordance with the skills, fields and capabilities of each employee so that they are expected to improve organizational commitment in the Regional Secretariat General Bureau of West Sumatra Province.
- Work Environment Variables The most dominant question that answers Strongly Agree is Satisfaction with human resource management and communication between employees and Supervisors providing me with sufficiently related information to work with a mean value of 4.23 and satisfaction with HR management and employee communication that also has a mean value 4.23 and opinions on trusts in agency leadership that have a mean value of 4.16 While the questions that answer the least agree are that employees spend their work time with a mean of 3.53. This means that the General Secretariat of the West Sumatra Province must pay attention to the work time of each employee so that the time to work is not wasted in vain. For example by giving additional assignments or instructing that the work to be done tomorrow so that it can be done today at the employee's free time is available so that the employee's time is not wasted.
- OCB variable the most dominant question answers Strongly Agree is I carry out one job seriously and rarely make mistakes with a mean value of 4.23 and don't think of taking on new or challenging assignments with a mean of 4.13 and trying hard to learn on their own to improve the quality of work with mean 4.13 Whereas the questions that answer the least agree are Paying Attention to sick leave as a benefit and making excuses for taking sick leave with a mean value of 1.83. This was a concern by the General Secretariat of the West Sumatra Province in terms of taking policies in determining employee leave / sick leave. Maybe it would be better Employee sick leave can be made more regularly in an administrative manner by attaching proof of illness from the hospital along with the results of the consul with the doctor even more likely to be able to attach a break statement which the doctor directed. because all this time the permit / leave of absence was not so much noticed by the Regional Secretariat General Bureau of West Sumatra Province that many employees misused leave / sick permission.
- Variable career development The most dominant question answered Strongly Agree is that my Agency provides a systematic program that regularly assesses the skills and interests of employees with a mean of 4.89 then there is a reward for continuing my professional development with a mean of 4.27 and my agency providing employees with information about availability job openings in organizations with a mean of 4.27. While the questions that answer the least agree are that my agency allows employees to have time to learn

new skills that prepare them for future jobs with a mean value of 3.39. The value of career development in the General Secretariat of the West Sumatra Province should be of good value. This is illustrated in the results of Descriptive Analysis of Career Development Variables where the General Bureau of Regional Secretariat of West Sumatra Province has a systematic program so that employee careers are able to increase and are able to form new skills to employees so that better career opportunities will be created. This is certainly the most priority part of the Regional Secretariat General Bureau of West Sumatra Province by making the best decision on the development of the future career of its employees.

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