

## **Work Discipline And Organizational Citizenship Behavior**

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### **Abstract**

In the BPAKD West Java Province, this study intends to investigate the impact of organizational commitment and self-efficacy toward organizational citizenship behavior. This study employs a sample of 49 respondents using a quantitative methodology. Purposive sampling was the sample method employed in this study. In the meantime, SPSS 25 software is used for the analysis technique, which employs multiple linear regression analysis along with instrument, model, and hypothesis testing. The findings of this research demonstrate that while self-efficacy has no discernible impact on corporate citizenship behavior, organizational commitment does.

Keyword: Organizational Commitment, Organizational Citizenship Behavior

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### **INTRODUCTION**

Organizational citizenship behavior is defined as an action in the workplace that affects the success of the organization but is not recognised formally by the organization. According to Saepudin et al. (2022) officers do not have to show such behavior or if negligence occurs, there will be no punishment, officers prefer personally. Organizational commitment is a concept derived from the theory of commitment used to describe how individuals acquire actions or relate to an entity. (Surtiani, 2022). The attitude of employees towards the organization is represented by their commitment to the organization. Self efficacy can affect one's thoughts, feelings, and actions. It also affects how much time and energy they spend, as well as the amount of effort they make for a particular task. (Sugandi, 2022). In general, individuals with high self-effectiveness show higher self-confidence and more confidence in their abilities. When something goes wrong, they're still interested in achieving their goals,

According to the picture above, BPAKD Province of West Java is the Association of Regional Devices in West Java Province that supports government efforts in the field of ASN assets, the council which is a local force is also seen working on the nature of SDM ASN. Organizational citizenship behavior of its employees through organizational commitment and self-efficacy. The main strategic issues to be taken into account by the Government of the Province of West Java in the period of the strategic plan 2018-2023 in carrying out its responsibilities and capabilities as well as in supporting the achievement of the vision and mission of the leadership of the organization and secretaries are as

follows: Not improved advanced labour force organization services and secretaries as follows

- 1) Has not improved the combination of staff data sets connected with information accuracy and labour data framework, in particular capacity enhancements.
- 2) Staff placement is not in line with position settings and requirements.
- 3) There is still a condition of the ASN whose capacity does not correspond to the duties and elements of the position held.

In an effort to improve the performance of programmes and activities at the BPAKD secretariat of West Java Province, program planning and budgeting can be improved so that the activities of the secretariat and competence development can run optimally, evaluation and analysis of problems in each program and activity due to access to activities supporting the achievement of organizational performance, and the need to carry out tasks for staff quality assessment.

The progress of implementation along with the problems and arrangements in the implementation of the tasks, objectives, and functions that the West Java Province has the commitment and determination to implement the performance of the organization that is oriented to the results that are both outputs and outcomes. Taking into account the consequences of the estimates of the program and movements, it is realized that the work of the Secretary of West Java BPAKD is "very high".

Kushendar's Organizational Commitment (2022) gives an explanation that hierarchical responsibility as a mental condition is described by a belief and acknowledgement of the purpose and benefits of an association, a desire to make serious efforts to hierarchic goals, and a strong goal to remain in the association.

Organizational Citizenship Behavior (2023) defines organizational citizenship behavior (OCB) as the non-compulsory behaviour of someone who is not directly or explicitly regarded as an appropriate framework of appreciation and generally adds a strong activity in the association.

Research Framework Research Model that describes the concept of the relationship of independent variables such as Organizational Commitment (X1) and Self Efficacy (X2), with the dependent variable Organizational Citizenship Behavior. (Y).

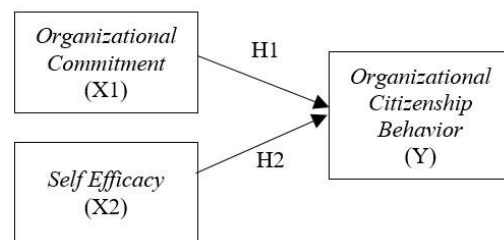


Figure 1. Research Model

## RESEARCH METHOD

This research uses quantitative strategies, information gathering techniques used in this research using study strategies using questionnaires. Variables that are bounded by organizational commitment, self-efficacy, and organizational citizenship behavior.

In this study, the population to be tested is the official of the West Java Province BPAKD on the influence of organizational commitment, self-efficacy, and organizational citizenship behavior.

## RESULT AND DISCUSSION

### F test

The F test is used to see if each factor used can be used for additional examination. Based on table 3, the significance value (sig) in the F test is  $0,000 < 0.05$ , and this implies organizational commitment and self-effectiveness towards organizational citizenship behavior can be done for further analysis.

### Test t

Based on table 3, it is seen that the significance level for the organizational commitment variable is  $0,000 < 0.05$ , so H1 is accepted. This can be the reason that the overall organizational engagement affects organizational citizenship behavior. It is recognized that the self efficacy significance value is  $0,068 > 0,05$ , so that H2 is rejected. It tends to be assumed that self-effectiveness does not affect organizational citizenship behavior

### *Organizational Commitment to Organizational Citizenship Behavior*

Organizational commitment in employees can reduce the desire to separate from the organization or unit of work. High-level official organizations can improve organizational citizenship behavior. This examination corresponds to the aid of hypothetical and certain findings that have been completed by previous exploration. Pourgaz et al. (2015), Oktri & Zulfadil (2019), Fitriyana & Khasanah (2020), and Larasati et a. (2021) stated that organizational commitment has a significant influence on organizational citizenship behavior. Organizational commitments have a significant job in deciding that representatives will stay with the association for a longer period of time and work enthusiastically to organizational engagement so that in this situation authoritative responsibility plays an important role (Hossain 2020).

### *Self-Efficacy to Organizational Citizenship Behavior*

Officers must have confidence in their organization. Staff involvement will have both positive and negative effects on the organization and staff. When employees have confidence in the organization and its capabilities, it is a good indicator of high productivity and low turnover. This study is in line with the theoretical support and empirical findings that have been carried out by previous studies Saadi (2021), Prasetagatanrum & Simarmata (2016), Widiyanti & Rizal (2022) stated that self-efficacy has no significant influence on organizational citizenship behavior. Self-efficacy is described as an assessment of a person's own ability to master a particular area of action,

such as the ability to deal with opportunities and challenges associated with a job role. Therefore, low self-effectiveness will then lower the attitude of organizational citizenship behavior to employees.

## CONCLUSION

Based on the examined research results and information, the following conclusions can be drawn: Organizational commitment has a significant impact on organizational citizenship behavior, i.e., the higher the organizational commitment, the more organizational citizenship will improve the employee's behaviour. In order to maximize the organizational commitments that employees have to strive to develop competence in achieving the organization's goals, it is necessary to undertake activities such as joint events or supporting employee performance at work so that it can improve organizational civic behaviors in employees. Self-effectiveness has no significant impact on organizational citizenship behavior, which means that a low level of self-efficiency will lower the organizational citizenship conduct of employees. In expanding self-efficacy, leaders need to direct preparations on the security of confidence and assessments of capacity and certainty, as well as provide positive support so that representatives can perform their functions well. This will enhance organizational civic behavior in employees.

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