

ABSTRACT

This study aims to analyze the effect of career development and work environment on Organizational Citizenship Behavior with organizational commitment as an Intervening Variable in the Arosuka Regional General Hospital (RSUD), Solok Regency. The population of this research is all nurses who work in RSUD Arosuka, Solok Regency totaling 76 people. This research uses SEM-PLS (partial least square) approach with the help of PLS 5.0 Warb program. The results found that the influence of career development had a positive and significant effect on organizational commitment. In addition, the work environment has a positive and significant effect on Organizational Citizenship Behavior. This shows that the career development variable can influence a considerable increase in organizational commitment.

Keywords: Career Development, Work Environment, organizational citizenship behavior, and organizational commitment

ABSTRAK

Penelitian ini bertujuan menganalisa pengaruh perkembangan karir dan lingkungan kerja terhadap *Organizational Citizenship Behavior* dengan komitmen organisasi sebagai *Varibel Intervening* pada Rumah Sakit Umum Daerah (RSUD) Arosuka Kabupaten Solok. Populasi peneliti ini adalah seluruh perawat yang berkerja di RSUD Arosuka Kabupaten Solok berjumlah 76 orang. Penelitian ini menggunakan pendekatan SEM-PLS (*partial least square*) dengan bantuan program Warb PLS 5.0. Hasil penelitian menemukan bahwa pengaruh perkembangan karir berpengaruh positif dan signifikan terhadap komitmen organisasional. Selain itu lingkungan kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Hal ini menunjukkan bahwa variabel pengembangan karir dapat mempengaruhi peningkatan komitmen organisasional yang cukup besar.

Kata kunci : Pengembangan Karir, Lingkungan Kerja, *organizational citizenship behavior*, dan komitmen organisasi