

ABSTRAK

Aparatur Sipil Negara (ASN) merupakan elemen kunci dalam sistem birokrasi pemerintahan yang mempunyai kedudukan dan peranan penting serta menentukan dalam penyelenggaraan Negara/Pemerintahan.. Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasi dan profesionalisme terhadap Organizational Citizenship Behavior (OCB) Pegawai di Dinas Pertanian Kabupaten Jember. Data yang digunakan dalam penelitian ini berupa data primer yang diperoleh melalui penyebaran kuesioner. Populasi dalam penelitian ini adalah seluruh pegawai di Kantor Dinas Pertanian Kabupaten Jember, sejumlah 43 orang. Penentuan jumlah sampel menggunakan sensus atau studi populasi. Untuk analisis data, penulis menggunakan analisis regresi linier berganda. Berdasarkan hasil pengujian hipotesis dapat dinyatakan bahwa komitmen organisasi berpengaruh terhadap Organizational Citizenship Behavior (OCB) pegawai di Dinas Pertanian Kabupaten Jember (Ha1 diterima). Profesionalisme berpengaruh terhadap Organizational Citizenship Behavior (OCB) pegawai di Dinas Pertanian Kabupaten Jember (Ha2 diterima).

Kata Kunci: *Komitmen Organisasi, Profesionalisme, dan Organizational Citizenship Behavior (OCB)*

ABSTRACT

The State Civil Apparatus is a key element in the government bureaucracy system that has a position and an important role is also determined in the administration of the State/Government. This study aims to analyze organizational commitment and professionalism to *Organizational Citizenship Behavior* (OCB) in Agriculture Department Jember District. The data used in this study are primary data obtained through questionnaires. The population in this study was all office staff at the Agriculture Department Jember District, 43 people. Determination of the number of samples using a census or population study. For data analysis, the authors used multiple linear regression analysis. Based on the results of hypothesis testing it can be stated that organizational commitment has an effect on Organizational Citizenship Behavior (OCB) employees in the Jember District Agricultural Service (Ha1 accepted). Professionalism effects the Organizational Citizenship Behavior (OCB) of employees in the Jember District Agricultural Service (Ha2 accepted).

Keywords: Organizational Commitment, Professionalism and Organizational Citizenship Behavior (OCB)