

DAFTAR PUSTAKA

- Adnans, A. A., Danta, E., & Ginting, J. (2019). *The Influence of Organizational Commitment on Organizational Citizenship Behavior on Nurses at USU Hospital*. 189–195.
- Agustin, S. C. (2026). *Level Of Organizational Commitment And Work Engagement In Relation T Job Status Of Nurses In Tarlac District Goverment Hospitals*.
- Al-Dossary, R. (2022). *Leadership Style , Work Engagement and Organizational Commitment Among Nurses in Saudi Arabian Hospitals*. June, 71–81.
- Allen, J.P. & Meyer, N. J. . (1997). *Commitment in the Workplace: Theory Research, and Application*. Thousand Oaks, CA: Sage Publications.
- Anwar, R. (2023). *Pengaruh Budaya Organisasional dan Kepuasan Kerja terhadap Komitmen Organisasi Melalui OCB Sebagai Variabel Intervening*. 02(01), 1–17. <https://doi.org/10.63901/ijebam.v2i1.44>
- Asiri, R. N., Alharbi, A. A., Al-hawasawi, N. N. Y., Alanazi, A. A., Mohammed, W., Almehmadi, A., Marzouq, S. S., Ai-rashidi, S. G. S., Ali, A., & Alrashidi, S. (2024). *Saudi Journal of Medicine and Public Health*. 1(2), 1373–1383.
- Azizah, A. N., Amir, M. Y., Arifin, M. A., Palutturi, S., & Palopadang, V. (2024). *Organizational Citizenship Behavior to Improve Nurse Performance in the Inpatient Department at Ibnu Sina Hospital Makassar*. XII(1), 26–40.
- Azna, O. (2022). *Pengaruh Perceived Organizational Support, Komitmen Organisasi, Dan Kepribadian Terhadap Organizational Citizenship Behavior (OCB) Pada Perawat Di Rumah Sakit Andimas Kota Bangko*. 2–3.
- Azwar, S. (2012). *Penyusunan skala psikologi*. Pustaka Pelajar.

- Becker, H. S. (1960). Notes on the concept of commitment. *American Journal of Sociology*, 66(1), 32–40.
- Blau, P. M. (1964). Exchange and power in social life. *John Wiley & Sons*.
- Cahyani, R. G., & Pangestuti, A. (2025). *Karakteristik Individu*. 6(September), 11122–11128.
- Chen, W. (2022). *How organizational trust impacts organizational citizenship behavior : Organizational identification and employee loyalty as mediators*. November. <https://doi.org/10.3389/fpsyg.2022.996962>
- Dewani, S. L., & Swatantra, G. Y. (2024). *The Effect Analysis of Organizational Citizenship Behavior on Employee Performance*. 1–17.
- Dulahu, W. (2024). *Job Satisfaction And Organizational Citizenship Behavior (OCB) In Nurses*. 6(1), 135–142.
- Fikrie, M., Aziz, H., & Prihastuty, R. (2025). *Journal of Social and Industrial Psychology The Role of Organizational Commitment as a Predictor of Organizational Citizenship Behavior in Employees : A Systematic Literature Review*. 14(2).
- Harefa, K. (2024). *Analisis Beban Kerja Dan Efektivitas Kolaboratif Dokter-Perawat Dalam Manajemen Pasien Kegawatdaruratan di Puskesmas*. 6(2).
- Ismail, S., Shazwani, S., Ali, M., & Nazuri, N. S. (2024). *Organizational Commitment and Organizational Citizenship Behaviour : A Study among Public Sector Employees*. VIII(2454), 2495–2505. <https://doi.org/10.47772/IJRISS>
- Katz, D. dan R. L. K. (1966). *Organizations and The System Concept*.

- Kencana, L. (2024). *Analisis Pengaruh Gaya Kepemimpinan Dan Integritas Terhadap Organizational Citizenship Behavior (OCB) Dengan Mediasi Komitmen Organisasi (Studi pada Perawat RSUD Ar Rozy Kota Probolinggo)*. 4(1), 3983–4006.
- Khajoei, R., Jokar, M., & Vasli, P. (2024). *Nurses ' experiences of the attributes of the organizational citizenship behavior : a qualitative content analysis*. 1–9.
- Kumala, G. C., & Rahmaningtyas, W. (2025). *The Impact of Work Motivation , Organizational Commitment , and Compensation on OCB : A Study in Public Relations and Protocols of BNN Indonesia*. 7(2), 143–158.
<https://doi.org/10.24090/mabsya.v7i2.14259>
- Lo, Y., Lu, C., Chang, Y., & Wu, S. (2024). Heliyon Examining the influence of organizational commitment on service quality through the lens of job involvement as a mediator and emotional labor and organizational climate as moderators. *Heliyon*, 10(2), e24130.
<https://doi.org/10.1016/j.heliyon.2024.e24130>
- Mackenzie, P. & D. W. O. (2006). *Organizational Citizenship Behavior : It's Nature, Antecedents and Consequences*.
- McShane, Steven L., & Von Glinow, M. A. (2010). *Organizational Behavior: Emerging Knowledge and Practice for The Real World*, New York: The McGraw Hill Company.
- Meyer, John. P. & Allen, N. J. (1997). *Commitment in the Workplace: Theory, Research and Application*. USA: SAGE Publication.
- Mowday R.T., Porter L.W., & S. R. . (1982). *Employee Organizational Linkages:*

The Psychology a Commitment, absenteeism, and Turnover. New York: Academic Press.

Mulya, D. (2023). *Hubungan Organizational Citizenship Behavior (OCB), Komitmen Organisasi , Kepuasan Kerja terhadap Kinerja Perawat Rawat Inap. 11(April).*

Organ, D. W. (1988). *Organization citizenship behavior: The good soldier syndrome, Lexington, MA Lexington Books.*

Podsakoff, P. M., MacKenzie, S. B., Paine, J. B., & Bachrach, D. G. (2000). Organizational citizenship behaviors: A critical review of the theroetical and empirical literature and suggestions for future research. *Journal of Management*, 26(3), 513–563.

Podsakoff, P. (1990). *Transformational Leader Behaviors And Their Effecst On Followers' Trust In Leader, Satisfaction, And Organizational Citizenship Behaviors.*

Pohl, S., Battistelli, A., Djediat, A., & Andela, M. (2022). International Journal of Africa Nursing Sciences Emotional support at work : A key component for nurses ' work engagement , their quality of care and their organizational citizenship behaviour. *International Journal of Africa Nursing Sciences*, 16(November 2021), 100424. <https://doi.org/10.1016/j.ijans.2022.100424>

Putri, P. D. (2023). *Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior Perawat Di Rumah Sakit Kartika Pulomas. 3, 1348–1359.*

Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior (17th ed).*

- Rosyid, I. (2025). *Pengaruh Sifat Kepribadian, Kepuasan Kerja, Perilaku Warga Organisasi Terhadap Komitmen Organisasi: Studi Kausal Pada Karyawan Pondok Pesantren Al Bayan Di Kabupaten Lebak Iqbal*. 321–334.
- Sari, N. (2023). *Pengaruh Kepuasan Kerja, Komitmen Organisasional, Dan Disiplin Kerja Terhadap Organizational Citizenship Behavior (OCB) Perawat (Studi Pada Perawat Rumah Sakit RSUD dr.M.Zein Painan)*. Sugiyono.
- Sarwar, A., Tareq, M. A., Siddika, A., Raman, M., Vijayalakshmi, V., Sarwar, A., Tareq, M. A., Siddika, A., & Raman, M. (2025). *The role of organizational commitment and demographic factors in enhancing organizational citizenship behavior among employees in financial institutions*. [https://doi.org/10.21511/ppm.23\(1\).2025.56](https://doi.org/10.21511/ppm.23(1).2025.56)
- Shinde, S. (2025). *The Role Of Organizational Citizenship Behavior (OCB) In Enhancing Organizational Effectiveness And Employee Engagement*. 32–39.
- Sugiyono. (2019). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Tajfel, Henri & Turner, J. (1979). *An integrative theory of intergroup conflict*. In W. G. Austin & S. Worchel (Eds.), *The social psychology of intergroup relations*.
- Tanjung, R. (2025). *Organizational Commitment , Job Satisfaction , and OCB among PT . XYZ Employees* 3529. 13(5), 3529–3540. <https://doi.org/10.37641/jimkes.v13i5.3412>
- Triana, M., Hamsani, H., & Widokarti, J. R. (2024). *The Influence of Organizational Citizenship Behavior (OCB) and Organizational Commitment on Employee Performance in the Representative Office of*

BKKBN of Bangka Belitung Islands Province.

WHO. (2020). *Constitution of the World Health Organization.*

Widjajani, S. (2025). *Pengaruh Kepuasan Kerja, Organizational Citizenship Behavior (OCB), dan Komitmen Organisasi Terhadap*. 7(6), 1–10.

Zeng, L., Feng, F., Jin, M., Xie, W., Li, X., Li, L., Peng, Y., & Wang, J. (2023). *Psychological capital and organizational citizenship behavior among nurses during the COVID-19 epidemic : mediation of organizational commitment*. 1–9.

Zhang, F., Huang, L., Fei, Y., Peng, X., Liu, Y., Zhang, N., Chen, C., & Chen, J. (2024). *Impact of caring leadership on nurses ' work engagement : examining the chain mediating effect of calling and affective organization commitment*.

Zhou, X., Bai, X., Yang, X., & Chen, Y. (2025). *The effect of authentic leadership and organizational climate on job embeddedness in Chinese nurses : the mediating role of affective commitment*. October, 1–11.

<https://doi.org/10.3389/fpsyg.2025.1572684>