

**PENGARUH SECURE WORKPLACE ATTACHMENT DAN
WORKPLACE WELL-BEING TERHADAP ORGANIZATIONAL
CITIZENSHIP BEHAVIOR (OCB) PADA KARYAWAN START-UP**

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INTISARI

Tujuan penelitian ini adalah menguji pengaruh *secure workplace attachment* dan *workplace well-being* terhadap *organizational citizenship behavior* (OCB) pada karyawan *start-up*. Penelitian ini menggunakan metode kuantitatif korelasional. Subjek penelitian berjumlah 190 karyawan *start-up* yang dipilih menggunakan teknik purposive sampling. Pengumpulan data dilakukan dengan menggunakan skala *secure workplace attachment*, *workplace well-being*, dan *organizational citizenship behavior*. Data yang diperoleh dianalisis menggunakan teknik analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa *secure workplace attachment* dan *workplace well-being* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, baik secara parsial maupun simultan, yang menunjukkan bahwa keterikatan psikologis dan kesejahteraan kerja berperan penting dalam mendorong perilaku ekstra-peran pada karyawan *start-up*.

Kata kunci: *organizational citizenship behavior*, *secure workplace attachment*, *workplace well-being*, *start-up*



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ABSTRACT

This study aimed to examine the effect of secure workplace attachment and workplace well-being on organizational citizenship behavior (OCB) among start-up employees.

This research employed a quantitative correlational method. The participants consisted of 190 start-up employees, selected using purposive sampling. Data were collected using the secure workplace attachment scale, workplace well-being scale, and organizational citizenship behavior scale. The collected data were analyzed using multiple linear regression analysis. The results indicated that secure workplace attachment and workplace well-being have a positive and significant effect on organizational citizenship behavior; both partially and simultaneously, suggesting that psychological attachment and workplace well-being play an important role in encouraging extra-role behavior among start-up employees.

Keywords: *organizational citizenship behavior; secure workplace attachment; workplace well-being; start-up; industrial psychology*



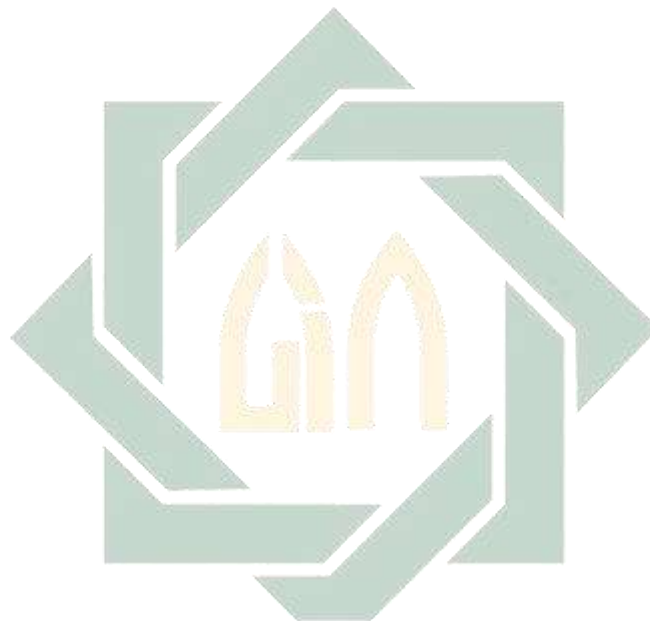
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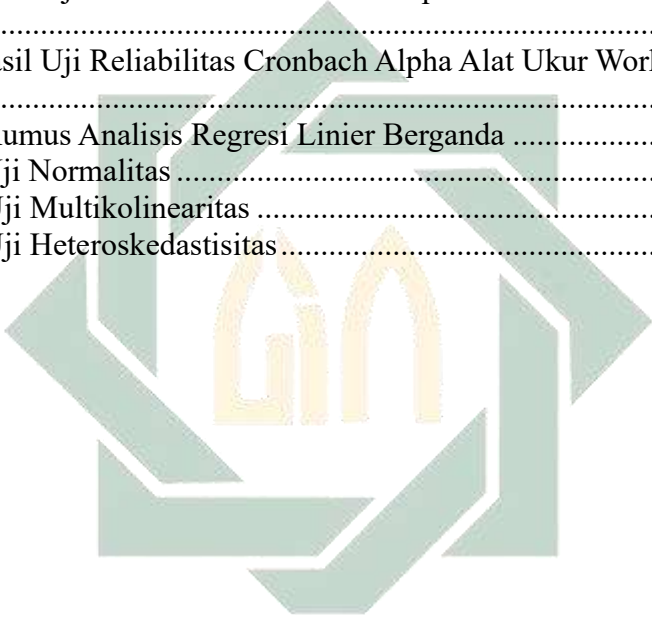
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DAFTAR SINGKATAN

OCB	<i>Organizational Citizenship Behavior</i>
SWA	<i>Secure workplace attachment</i>
WWB	<i>Workplace well-being</i>
JD-R	<i>Job Demands–Resources</i>
HR	<i>Human Resources</i>
PIO	Psikologi Industri dan Organisasi



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