

**AFFECTIVE COMMITMENT AS A MEDIATOR OF THE RELATIONSHIP
BETWEEN THE PERCEIVED ORGANIZATION SUPPORT AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN PT XYZ**

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Abstract

This study aimed to determine the effect of affective commitment as a mediator of the relationship between perceived organizational support and organizational citizenship behavior in PT XYZ. Perceived organizational support is the belief employees about the extent to which the organization values the contributions of employees and care about their wellbeing. Affective commitment is the emotional closeness of employees with the organization, identifying himself with the organization and involvement in the organization. Organizational citizenship behavior is behavior that is not considered part of the employee's official duties but contribute to the improvement of organizational performance. Organizational citizenship behavior consists of five dimensions: altruism, civic virtue, conscientiousness, courtesy and sportsmanship. Studies conducted on 88 employees. Data obtained were analyzed using regression test. The results showed that the affective commitment act as a mediator of the relationship between perceived organizational support and organizational citizenship behavior, with a correlation coefficient between perceived organizational support and organizational citizenship behavior amounted to 0.363 ($p < 0.01$), the correlation coefficient between perceptions of organizational support and affective commitment amounted to 0.410 ($p < 0.01$) and the correlation coefficient between perceived organizational support through affective commitment with organizational citizenship behavior amounted to 0.462 ($p < 0.01$). Sobel test scores show z score = 2.410, $p > 0.05$.

Key Words: *Perceived Organizational Support, Affective Commitment, Organizational Citizenship Behavior.*