

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *organizational citizenship behaviour* dan *work life balance* terhadap komitmen perawat dengan kepuasan kerja sebagai variabel *intervening* di RSUD dr. Zubir Mahmud Aceh Timur. Banyaknya responden dalam penelitian ini yaitu 115 perawat di RSUD dr. Zubir Mahmud Aceh Timur. Metode analisis data yang digunakan adalah *Structural Equation Modeling* (SEM) dengan *Software Amos*. Hasil penelitian ini menemukan bahwa secara langsung *organizational citizenship behaviour* dan *work life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja, kemudian *organizational citizenship behaviour*, *work life balance* dan kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen perawat. Hasil pengujian efek mediasi membuktikan bahwa kepuasan kerja mampu memediasi pengaruh *organizational citizenship behaviour* dan *work life balance* terhadap komitmen perawat secara penuh (*full mediation*)

Kata Kunci : *Organizational Citizenship Behaviour, Work Life Balance, Kepuasan Kerja dan Komitmen Perawat*

ABSTRACT

This study aims to examine the influence of organizational citizenship behavior and work life balance on nurses commitment with job satisfaction as an intervening variable at RSUD dr. Zubir Mahmud East Aceh. The number of respondents in this study are 115 nurses at RSUD dr. Zubir Mahmud East Aceh. The data analysis method used is Structural Equation Modeling (SEM) by using Amos Software. The results of this study find that organizational citizenship behavior and work life balance directly have positive and significant effect on job satisfaction, then organizational citizenship behavior, work life balance and job satisfaction have positive and significant effect on nurses commitment. The results of the mediation effect test prove that job satisfaction is able to mediate the influence of organizational citizenship behavior and work life balance on nurses commitment fully (full mediation).

Keywords : *Organizational Citizenship Behaviour, Work Life Balance, Job Satisfaction and Nurses Commitment*