

ABSTRAK

Nama : Lisma Dewi
Program Studi : Manajemen Sumber Daya Manusia
Judul : Mengeksplorasi Hubungan Antara *Organizational Job Embeddedness*, *Innovative Behavior*, *Organizational Citizenship Behavior* dan Kinerja Dosen di Universitas Malikussaleh

Penelitian ini bertujuan untuk menganalisis Mengeksplorasi Hubungan Antara *Organizational Job Embeddedness*, *Innovative Behavior*, *Organizational Citizenship Behavior* dan Kinerja Dosen di Universitas Malikussaleh. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui kuesioner yang dibagikan kepada 54 responden. Analisis data dilakukan menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) dengan bantuan perangkat lunak SmartPLS 4.0. Hasil penelitian menunjukkan bahwa *Organizational Job Embeddedness* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behaviour* (OCB) dosen Universitas Malikussaleh. *Innovative Behavior* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behaviour* dosen Universitas Malikussaleh. *Organizational Job Embeddedness* tidak berpengaruh signifikan terhadap kinerja dosen Universitas Malikussaleh. *Innovative Behaviour* berpengaruh positif dan signifikan terhadap kinerja dosen Universitas Malikussaleh. *Organizational Citizenship Behaviour* berpengaruh positif dan signifikan terhadap kinerja dosen Universitas Malikussaleh. *Organizational Citizenship Behaviour* memediasi secara penuh pengaruh *Organizational Job Embeddedness* terhadap kinerja dosen Universitas Malikussaleh. *Organizational Citizenship Behavior* memediasi pengaruh *Innovative Behaviour* terhadap kinerja dosen Universitas Malikussaleh.

Kata Kunci: *Organizational Job Embeddedness*, *Innovative Behavior*, *Organizational Citizenship Behavior* dan Kinerja Dosen

ABSTRACT

Name : Lisma Dewi
Study Program : Manajemen Sumber Daya Manusia
Title : *Exploring the Relationship Between Organizational Job Embeddedness, Innovative Behavior, Organizational Citizenship Behavior, and Lecturer Performance at Malikussaleh University*

This study aims to analyze the relationship between organizational job embeddedness, innovative behavior, organizational citizenship behavior, and lecturer performance at Malikussaleh University. This study used a quantitative approach with a survey method through a questionnaire distributed to 54 respondents. Data analysis was performed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with the assistance of SmartPLS 4.0 software. The results show that organizational job embeddedness has a positive and significant effect on organizational citizenship behavior (OCB) of Malikussaleh University lecturers. Innovative behavior has a positive and significant effect on organizational citizenship behavior of Malikussaleh University lecturers. Organizational Job Embeddedness has no significant effect on the performance of Malikussaleh University lecturers. Innovative Behavior has a positive and significant effect on the performance of Malikussaleh University lecturers. Organizational Citizenship Behavior has a positive and significant effect on the performance of Malikussaleh University lecturers. Organizational Citizenship Behavior fully mediates the effect of Organizational Job Embeddedness on the performance of Malikussaleh University lecturers. Organizational Citizenship Behavior mediates the effect of Innovative Behavior on the performance of Malikussaleh University lecturers.

Keywords: *Organizational Job Embeddedness, Innovative Behavior, Organizational Citizenship Behavior, and Lecturer Performance*