

# Pengaruh Institutionalization of Ethics terhadap Organizational Citizenship Behavior: Organizational Commitment sebagai Variabel Mediasi dan Psychological Empowerment sebagai Variabel Moderasi = The Effects of Ethics Institutionalization on Organizational Citizenship Behavior: The Mediating Effects of Organizational Commitment and Moderating Effects of Psychological Empowerment.

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## Abstrak

Banyak organisasi menerapkan kode etik sebagai panduan secara eksplisit untuk membantu karyawan mengetahui standar etika dari sudut pandang manajemen, dengan tujuan untuk mendapatkan produktivitas guna mencapai tujuan organisasi. Tujuan dari penelitian ini adalah untuk menguji pengaruh institutionalization of ethics terhadap organizational citizenship behavior dan untuk menganalisis peran organizational commitment dalam memediasi dampak institutionalization of ethics pada organizational citizenship behavior dengan psychological empowerment sebagai moderator di salah satu lembaga negara di Indonesia. Penelitian ini akan menggunakan pendekatan kuantitatif dengan metode survei online kepada 784 responden yang ditentukan dengan metode purposive sampling. Responden berasal dari karyawan lembaga jaminan sosial XYZ yang sudah bekerja di institusi selama minimal 3 tahun. Hasil menunjukkan bahwa institutionalization of ethics baik eksplisit maupun implisit memiliki pengaruh positif terhadap organizational commitment; juga organizational commitment memiliki pengaruh positif terhadap organizational citizenship behavior. Organizational commitment mampu memediasi dan psychological empowerment mampu memoderasi hubungan positif tersebut.

.....Many of organization implement code of conduct as an explicit guidance to help employees knowing the standard of ethics from management's viewpoints, with the aim to gain productivity achieving organization's goal. The purpose of this paper is to examine the influence of ethics institutionalization on organizational citizenship behavior and to analyze the role of organizational commitment in mediating the impact of ethics institutionalization on organizational citizenship behavior with psychological empowerment as a moderator in one of State Institution in Indonesia. This research will use a quantitative approach with online survey method to 784 respondents which were determined by purposive sampling method. Respondents come from employees of XYZ State Institution who already work at the institution for minimum three years. The results show that ethic institutionalization both explicit and implisit has a positive effect on organizational commitment; and organizational commitment has a positive effect on organizational citizenship behavior. Organizational commitment could mediate and Psychological Empowerment could moderate their positive linkage.