



FACTORS THAT AFFECT ORGANIZATIONAL CITIZENSHIP BEHAVIOR: A STUDY FROM MINING COMPANIES IN EAST KALIMANTAN INDONESIA

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ABSTRACT

This study aimed to analyze factors that affect organizational citizenship behavior in Mining Companies in Sangatta, East Kutai, East Kalimantan. The independent variables in this study are job stress, violence prevention climate, humor style, and affective well-being, and the dependent variable in this study is organizational citizenship behavior. Data were collected from 101 employees who work at the Coal Processing Plant (CPP) department. The data collection technique used in this study is non-probability sampling with a purposive sampling method. In addition, it used hypothesis testing in this study using Structural Equation Modeling (SEM). The results of hypothesis testing show that there is a negative effect of job stress on affective well-being and a positive influence on the violence prevention climate and cheerful humor on affective well-being, there is a negative influence between negative humor styles on affective well-being, and there is a positive effect between affective well-being on organizational citizenship behavior. Managerial implications can be given to monitoring job stress, employee perceptions of violence prevention climate, and the application of humor style, which can affect employee affective well-being to increase and foster organizational citizenship behavior in employees.

Keywords: *Job Stress; Violence Prevention Climate; Humor Style; Affective Well-Being; Organizational Citizenship Behavior*