

**PENGARUH *GREEN ORGANIZATIONAL CULTURE* TERHADAP  
*ORGANIZATIONAL CITIZENSHIP BEHAVIOR* DENGAN  
*ORGANIZATIONAL COMMITMENT* SEBAGAI VARIABEL  
INTERVENING PADA *STARTUP* DI DAERAH ISTIMEWA  
YOGYAKARTA**

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**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh *green organizational culture* terhadap *organizational citizenship behavior* dengan *organizational commitment* sebagai variabel intervening pada *startup* di daerah istimewa yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner yang disebarakan secara *online* kepada karyawan *startup*. Jumlah data yang dianalisis sebanyak 96 responden. Teknik analisis data yang digunakan meliputi uji validitas, reliabilitas, asumsi klasik, uji hipotesis, regresi linier sederhana, serta analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa *green organizational culture* berpengaruh positif dan signifikan terhadap *organizational commitment* dan *organizational citizenship behavior*. Selanjutnya, *organizational commitment* juga terbukti berpengaruh positif signifikan terhadap *organizational citizenship behavior*. Selain itu, hasil analisis jalur menunjukkan bahwa *organizational commitment* berperan sebagai variabel mediasi parsial dalam hubungan antara *green organizational culture* terhadap *organizational citizenship behavior*. Dengan demikian, *organizational commitment* hanya memediasi sebagian dari pengaruh *green organizational culture* terhadap *organizational citizenship behavior*.

**Kata Kunci:** *Green Organizational Culture, Organizational Citizenship Behavior, Organizational Commitment*



**THE EFFECT OF GREEN ORGANIZATIONAL CULTURE ON  
ORGANIZATIONAL CITIZENSHIP BEHAVIOR WITH ORGANIZATIONAL  
COMMITMENT AS INTERVENING VARIABLE AMONG STARTUPS IN  
THE SPECIAL REGION OF YOGYAKARTA**

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***Abstract***

*This study aims to examine the effect of green organizational culture on organizational citizenship behavior, with organizational commitment serving as a mediating variable in startups located in the Special Region of Yogyakarta. This research employs a quantitative approach, utilizing data collected through online questionnaires distributed to startup employees. A total of 96 responses were analyzed. The data analysis techniques employed include validity and reliability tests, classical assumption tests, simple linear regression, and path analysis. The results indicate that green organizational culture has a positive and significant effect on both organizational commitment and organizational citizenship behavior. Furthermore, organizational commitment also exerts a significant positive influence on organizational citizenship behavior. The path analysis results reveal that organizational commitment acts as a partial mediator in the relationship between green organizational culture and organizational citizenship behavior. Thus, organizational commitment mediates only part of the effect of green organizational culture on organizational citizenship behavior.*

**Keyword:** *Green Organizational Culture, Organizational Citizenship Behavior, Organizational Commitment*