

ABSTRACT

The organization currently prioritizes work effectiveness to maintain and develop its organization. But the important thing that is sometimes overlooked by organizations is how to manage organizational behavior as an important capital to improve work effectiveness. Organizational Citizenship Behavior (OCB) is one of the studies that can be applied in organizations to manage organizational behavior. OCB can increase organizational effectiveness because OCB can affect job satisfaction, organizational productivity, quality of communication, attitudes of organizational members, and avoid conflicts at work. OCB can be increased by increasing the value of fun at work, emotional intelligence, and work engagement. This study aims to analyze the influence of fun at work and emotional intelligence on OCB through work involvement as an intervening variable.

The population in this study are members of AIESEC UNDIP from 3 terms. The number of samples used is 115 selected persons, using simple random sampling technique. Data obtained from questionnaires that was analyzed afterwards using SEM with AMOS program.

The results of this research indicate a positive influence between fun at work with OCB, and work engagement with OCB. This study also shows a positive and significant relationship between emotional intelligence with OCB, emotional intelligence with work engagement and fun at work with work engagement.

Keywords: *Organizational Citizenship Behavior (OCB), Fun at Work, Emotional Intelligence, Work engagement.*