

ABSTRACT

Philanthropic organizations actually have the value of volunteerism instilled in every individual and are expected to shape the organizational citizenship behavior (OCB) that falls under contextual performance. Besides that, volunteering in philanthropy is in line with job responsibilities that individuals have different responsibilities but the company expects high performance produced by individuals. OCB can be influenced by Islamic spirituality in the workplace and affective commitment. OCB in the Islamic perspective is very suitable to be studied in Islamic philanthropic organizations. In this study, there is an intervening variable between Islamic workplace spirituality and affective commitment with OCBIP. The data processing is structural equation modeling (SEM) using AMOS. The research sample consisted of 144 employees of Islamic philanthropic organizations in Indonesia. The results explain that there is no direct influence between Islamic spirituality and OCBIP and affective commitment and OCBIP. Islamic-based organizational culture has an influence on OCBIP. The mediating influence of Islamic-based organizational culture proves to have a significant effect between Islamic spirituality in the workplace and affective commitment towards OCBIP. Therefore, Islamic-based organizational culture is an important variable in improving OCBIP behavior in Islamic philanthropic organization employees. Therefore, organizations need to establish an organizational culture that aligns with Islamic-based values and create internal employee programs to instill organizational cultural values in every individual.

Keywords : *Organizational Citizenship Behavior Islamic Perspective, Affective Commitment, Islamic Workplace Spirituality, Organizational Culture Islamic Perspective*

