

ABSTRACT

This study was conducted to determine the Effects of Internal Locus of Control (ILOC) and Perceived Organizational Support (POS) on Organizational Citizenship Behavior (OCB) underlain by organizational downsizing, which leads to attrition on the Quality Control Department Employee at PT. Leading Garment Industries. The purpose of this study was to determine and to analyze the ILOC, POS, OCB; and how ILOC and POS influence OCB, both partially and simultaneously, in the aforementioned company.

This study uses quantitative descriptive research-causality. The sampling technique used was purposive sampling type under non-probability sampling, with the total number of 100 respondents. The data was analyzed descriptively, and the hypotheses were tested by using multiple linear regression analysis.

ILOC and POS, both simultaneously and partially, have significant influence over OCB. The results of coefficient of determination showed that ILOC and POS was able to explain 40.1% OCB and the remaining 59.9% was influenced by other factors not examined in this research such as Organizational Commitment.

The result of this study shows that ILOC and POS are categorized as "good", yet there are several aspects that need to be improved such as willingness to do something; recognition of employee's contributions; and willingness to do the task of colleagues who are absent from work.

Keywords: *internal locus of control, perceived organizational support, organizational citizenship behavior, attrition and organizational downsizing.*