

ABSTRAK

Tesis ini berjudul **Pengaruh *Learning Agility* Dan *Employee Engagement* Terhadap *Organizational Citizenship Behavior* Melalui Tata Kelola Kearsipan** (Studi Pada Kantor Pertanahan Kabupaten Ciamis), **Agung Murdhianto,**

NIM. 82342425, bertujuan untuk menganalisis pengaruh *Learning Agility* dan *Employee Engagement* terhadap *Organizational Citizenship Behavior* (OCB), dengan *Tata Kelola Kearsipan* sebagai variabel mediasi. Fenomena rendahnya keterlibatan pegawai dan tingginya beban pengelolaan arsip di Kantor Pertanahan Kabupaten Ciamis menjadi latar belakang utama penelitian ini. Penelitian dilakukan dengan pendekatan kuantitatif dan pengumpulan data melalui kuesioner kepada pegawai. Hasil analisis menunjukkan bahwa *Learning Agility* dan *Employee Engagement* berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior*. Lebih lanjut, *Tata Kelola Kearsipan* terbukti mampu memediasi hubungan antara variabel bebas dengan *Organizational Citizenship Behavior*. Temuan ini memperkuat teori bahwa perilaku kerja ekstra peran dapat dipengaruhi oleh kemampuan individu dalam beradaptasi dan tingkat keterikatan emosional terhadap organisasi, terutama dalam menghadapi tantangan pengelolaan arsip yang kompleks. Rekomendasi dari penelitian ini adalah pentingnya penguatan pelatihan dan pengembangan keterampilan arsiparis serta pengimplementasian sistem tata kelola arsip yang lebih modern dan efisien. Penelitian ini diharapkan dapat menjadi acuan kebijakan pengelolaan SDM dan pengembangan manajemen arsip di lingkungan pemerintahan.

Kata Kunci: *Learning Agility, Employee Engagement, Organizational Citizenship Behavior*, Tata Kelola Kearsipan, Kantor Pertanahan.

ABSTRACT

This thesis, entitled "The Influence of Learning Agility and Employee Engagement on Organizational Citizenship Behavior through Archival Governance (A Study at the Land Office of Ciamis Regency)", by Agung Murdhianto, Student ID: 82342425015, aims to analyze the influence of Learning Agility and Employee Engagement on Organizational Citizenship Behavior (OCB), with Archival Governance as a mediating variable. The research is motivated by the phenomenon of low employee engagement and the high archival workload at the Land Office of Ciamis Regency. The study uses a quantitative approach, collecting data through questionnaires distributed to employees. The analysis results show that Learning Agility and Employee Engagement have a significant positive effect on Organizational Citizenship Behavior. Furthermore, Archival Governance is proven to mediate the relationship between the independent variables and Organizational Citizenship Behavior. These findings support the theory that extra-role work behavior can be influenced by individuals' adaptability and emotional attachment to their organization, particularly when facing complex archival management challenges. This study recommends strengthening training and development for archival staff and implementing a more modern and efficient archival governance system. It is expected that the findings can serve as a reference for human resource management policies and archival system development in government institutions.

Keywords: *Learning Agility, Employee Engagement, Organizational Citizenship Behavior, Archival Governance, Land Office.*