# Key to successful legislation on the role of professional commitment, organizational behavior and understanding of legislation

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**Abstract:** This study aims to examine the effect of Professional Commitment (X1) and Organizational Citizenship Behavior (X2) on Legislative Function Performance (Y) through Legislative Function Understanding (Z) as a mediating variable among members of the South Kalimantan Provincial DPRD. The research method uses a quantitative design with mediation analysis. Data were collected from 117 DPRD member respondents using a questionnaire that was tested for validity and reliability. The results of the analysis showed that X2 did not have a significant effect on Y (p-value = 0.089), while X2 had a significant negative effect on Z (p-value = 0.000). On the other hand, X1 showed a significant negative effect on Y (p-value = 0.000), but was not significant on Z (p-value = 0.337). Legislative Function Understanding (Z) did not function as a mediator between X2 and Y (p-value = 0.882) and between X1 and Y (p-value = 0.905). These findings emphasize the importance of increasing the professional commitment of DPRD members and paying attention to organizational citizenship behavior in an effort to improve legislative performance, while also showing that understanding the legislative function does not strengthen the relationship between independent and dependent variables. Further research is needed to explore other factors that may affect legislative performance.

*Keywords: Legislative function performance, Organizational citizenship behavior, Professional commitment, Understanding of legislative function.*

## 1. Introduction

Human resources (HR) are a vital element in optimizing organizational resources to achieve goals.(Muslimin et al., 2016). Each individual plays a role as a thinker, planner, and controller of organizational activities, both in the profit and non-profit sectors, including institutions such as the DPRD (Regional People's Representative Council). As a partner of the regional government, the DPRD has an equal position in formulating regional policies based on legislative, budgetary, and supervisory functions. With the implementation of regional autonomy through Law No. 32/2004, the centralization pattern shifted to decentralization, giving the DPRD a strategic role in regional governance. However, the effectiveness of the DPRD's legislative function depends on the competence and understanding of its members. In South Kalimantan, which has unique cultural and geographical richness, legislative performance is very important in managing regional potential.(Karweti, 2010; Metha Aurum Zukhrufani Ainulisany & Tulus Budi Sulistyo Radikun, 2022). Professional competence of DPRD members, such as legislative knowledge and skills, is key in drafting quality regional regulations. DPRD is expected to be active as a policy initiator based on the aspirations of the people. Without adequate competence, DPRD tends to become merely an institution that approves proposals from regional heads without its own regulatory initiatives. Strengthening competence and professionalism through special education and training, such as Bimtek, comparative studies, and public discussions, is absolutely necessary to improve the performance of representative and quality legislation.

The Regional People's Representative Council (DPRD) has a strategic role in regional governance, especially in drafting and establishing regional regulations (Perda) that reflect the aspirations of the

community. However, the main challenge faced is the lack of professional competence of DPRD members in carrying out legislative functions.(Kediri, 2019). When DPRD members do not have adequate legislative knowledge and skills, they tend to only follow or agree to the regional head's proposals without contributing initiatives in designing regulations that are oriented towards the needs and development of the community.(Sidanti, 2015). This causes the DPRD to lose its proactive role as a representative of the people, and ultimately the resulting legal products may be less relevant and do not fully represent public aspirations. To overcome this problem, serious steps are needed to improve the competence and professionalism of DPRD members. Special education and training, such as Technical Guidance (Bimtek), comparative studies to other regions that have more advanced legislative practices, and public discussions with legal experts and the community, are absolutely necessary strategies. Bimtek, for example, can provide a practical understanding of the process of drafting legislation, including techniques for drafting academic manuscripts and policy analysis. Comparative studies provide insight into regulatory innovations that have been successfully implemented in other regions, so that DPRD members can learn lessons and adapt the policies to their local conditions.(Almutairi, 2015). Meanwhile, public discussions and hearings aim to establish active communication between DPRD members and their constituents, so that the regulations drawn up are more representative and acceptable to the wider community. Furthermore, strengthening professional competence not only improves the quality of legislation, but also develops the ability of DPRD members to negotiate, manage conflicts, and work together with the executive effectively. Thus, the DPRD can function as an equal partner for regional heads, not just a follower. Improved professionalism also has the potential to build a positive image of the DPRD in the eyes of the public, strengthen political legitimacy, and increase public participation in the legislative process.(Khan et al., 2021). Investment in education and training of DPRD members, therefore, is a very important strategic step to ensure quality legislation that is in accordance with the needs of the community. The Influence of Professional Commitment (X1) and Organizational Citizenship Behavior (OCB) (X2) on the Performance of Legislative Functions (Y), by considering Understanding of Legislative Functions (Z) as a mediator variable(Prasetia et al., 2022). Professional Commitment refers to an individual's dedication and involvement in their profession, which includes the responsibility to carry out tasks competently and with high dedication.(Hartati, 2020). In this context, legislators with high professional commitment are expected to be able to understand and implement their roles effectively in the legislative, oversight, and budgeting processes. This professional commitment is an important factor because it contributes directly to the quality and productivity of legislative performance. Meanwhile, Organizational Citizenship Behavior (OCB) is extra-role behavior that goes beyond formal duties, such as proactively helping colleagues, promoting harmony within the organization, and taking the initiative to find solutions to legislative problems.(Ndevu & Muller, 2018). OCB is a key factor in improving legislative performance because this behavior reflects a desire to contribute more to the organization. DPRD members who have high OCB tend to be more cooperative and take initiative in solving legislative problems, which ultimately improves overall performance.(Kadir et al., 2023). However, Understanding of Legislative Functions (Z) as a mediator variable plays an important role in bridging and strengthening the relationship between professional commitment and OCB on legislative performance. A deep understanding of legislative functions allows DPRD members to connect legislative tasks with the strategic goals of the organization and the needs of the community.(Kadir et al., 2023). With a good understanding, legislators can be more efficient and effective in carrying out legislative, oversight, and budgetary functions. This variable serves as a bridge that strengthens the causal relationship between professional commitment and organizational citizenship behavior on legislative performance. By including legislative understanding as a mediator, this study provides a more holistic perspective on how personal factors and organizational behavior work together to improve the performance of DPRD members. A strong understanding of the role and function of the legislature allows DPRD members to utilize their professional commitment and OCB in a more targeted, effective, and result-oriented manner.

Studies(Karim, 2010), resulting in an F value of 6.190 with a significance level of 0.00 (below 0.05), indicating that discipline, work ethic, and OCB have a significant influence simultaneously on staff OCB. Discipline has a significant influence on OCB with a significance level of 0.018, contributing a change of

5.5% to OCB. Work ethic also has a significant influence on OCB with a significance level of 0.009, contributing a change of 5.6% to OCB.(Wibowo, 2023),This study recommends that the management of private tourism vocational colleges, as well as stakeholders, strengthen OCB through an active, participatory, and collaborative organizational learning process. The researcher also encourages further research to develop new constructs related to knowledge-based human resource management, intellectual capital, and sustainability in green management, including environmental aspects and social contributions to society.(Untung et al., 2023),The managerial ability of the madrasah principal and the OCB of teachers positively and significantly affect teacher performance. Strong managerial ability in the madrasah principal has a significant impact on improving teacher performance, so that teacher performance can run optimally.(A. Manafe et al., 2023),Organizational commitment also has a positive and significant impact on employee performance. Employees who have a high commitment to the organization will be more dedicated to work, improving their performance. OCB has a significant effect on employee performance. Employees who voluntarily take actions that exceed their responsibilities can create a better and more productive work environment.(Jatiawan et al., 2023),Influence of Organizational Culture: Organizational culture has a positive and significant influence on employee performance. This means that the better the organizational culture in BAPPEDA, the better the employee performance. Organizational commitment also has a positive and significant influence on employee performance. Employees who have a high commitment to the organization will work better and contribute to the achievement of organizational goals.(Perdana et al., 2022),The results of the study indicate that transformational leadership has a positive and significant effect on organizational commitment. This means that the stronger the transformational leadership applied, the higher the employee's organizational commitment. Organizational culture also has a positive and significant effect on organizational commitment, indicating that a strong work culture encourages employee commitment to the organization.(Purwanggono, 2024)Integrity and OCB: Integrity also encourages the development of OCB by creating a supportive environment, where individuals are motivated to actively participate voluntarily and make contributions beyond their formal duties. High integrity values contribute to the positive image and reputation of educational institutions, which ultimately builds a climate conducive to the development of organizational commitment and OCB behavior.(Rahayu, 2017),Organizational commitment has a significant influence on OCB with a beta coefficient of 0.539 (53.9%) and a significance value of 0.000, which means that this influence is very strong and significant. This shows that the higher the organizational commitment of employees, the better the OCB behavior shown.(Salwa et al., 2018),The results of the study indicate that employee commitment, integrity, and competence have a positive influence on employee performance. This means that the higher the commitment, integrity, and competence of employees, the better their performance. Commitment, integrity, and competence also have a positive influence on the performance of the KIP Aceh organization, which shows that these factors are important in improving organizational performance.(Darto, 2014),From the studies analyzed, it was found that OCB has a significant relationship with individual performance. Employees who demonstrate OCB behaviors, such as helping coworkers or taking initiative without being asked, tend to have better performance in public organizations.(Asthenu, 2017),The Effect of Organizational Commitment and Emotional Intelligence: The results of the analysis show that both organizational commitment and emotional intelligence have a positive effect on OCB. Both partial (individual) and simultaneous (combined) effects of the two variables on OCB are significant. The proposed path model successfully describes the relationship between organizational commitment, emotional intelligence, and OCB, thus confirming that these two factors are strong predictors of organizational citizenship behavior among employees.(Suswati et al., 2021),Effect of Competence: The study found that employee competence has a positive effect on OCB. This shows that the higher the competence of an employee, the better the organizational citizenship behavior shown. Organizational commitment was also found to have a positive effect on OCB, which means that employees who have high commitment tend to show better OCB behavior.(Andrian et al., 2019),Competence has a positive and significant effect on employee commitment. This shows that employees who have high competence tend to have a better commitment to the organization. Competence also has a positive and significant effect on employee OCB. This means that competent employees tend to show better organizational

citizenship behavior.(Putra et al., 2022),Influence of Self Awareness: Self Awareness has a significant influence on OCB and employee performance. This shows that employees who have high self-awareness tend to show good citizenship behavior and better performance. Work Ethic also has a significant influence on OCB and employee performance. Employees with strong work ethics tend to engage in OCB behavior and show better performance.(Sudarmono et al., 2022),Effect of Work on Organizational Commitment: Research has found that work has a positive and significant effect on organizational commitment. This means that the better employees are at performing their duties, the higher their commitment to the organization. The Effect of Person-Organization Fit (PO Fit) on Organizational Commitment: PO Fit also shows a positive and significant effect on organizational commitment. Employees who feel in line with the values and culture of the organization will be more committed.(Meiyanti et al., 2019),Fraud Risk Factors: The study shows that fraud risk factors have an insignificant negative effect on performance based on value for money. This means that even though fraud risk factors exist, their effect on performance is not significant. Good government governance has a significant positive effect on performance based on value for money. This suggests that improvements in good governance can contribute to better performance.

Studies on research on the key to successful legislation, there are a number of methodological and substantial weaknesses that need to be considered. The use of bifilar regression can be problematic when there is interaction or moderation between variables that are not fully measured, such as professional commitment, organizational behavior, and understanding of legislation. Without a comprehensive assessment of these interactions, research results may not reflect the true dynamics. Data collection through observation and documentation is at risk of bias, both from observers and respondents. This is especially relevant in research that focuses on lecturers at tourism vocational colleges, where specific conditions in West Java can produce findings that cannot be generalized to national or international contexts. For example, factors such as intrinsic motivation and work environment that affect lecturer and legislative performance are not discussed, leaving potential unmeasured influences. Furthermore, research that only includes two main variables such as managerial ability and Organizational Citizenship Behavior (OCB) is potentially inadequate to explain all factors that affect legislative performance. Other variables that may contribute, such as social support or organizational policies, are ignored. In addition, the absence of valid primary data through surveys or interviews makes research vulnerable to publication bias. The purposive sampling technique used risks creating bias, as the samples drawn may not reflect the wider population. For example, with only 63 respondents from the Investment Office and other government agencies, the results of the study may not be generalizable. The small sample sizes in some studies also reduce statistical power, limiting the interpretation and application of findings to a larger context. The cross-sectional design used in some studies limits the ability to analyze relationships between variables over time, thus not capturing possible dynamics in organizational behavior or professional commitment. This research, if only conducted in one location or institution, such as KIP Aceh, could potentially produce results that cannot be applied to a wider context. Thus, there is an urgent need to conduct further research that is more holistic, considering diverse variables and using larger sample sizes and more representative methods. More comprehensive research can provide deeper insights into the keys to successful legislation and the factors that influence the role of professional commitment, organizational behavior, and understanding of legislation in a wider context.

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This study offers a simultaneous and integrative study of the influence of Professional Commitment (X1) and Organizational Citizenship Behavior (OCB) (X2) on the Performance of Legislative Functions (Y) by including Understanding of Legislative Functions (Z) as a mediator variable. Unlike previous studies that tend to separate the influence of professional commitment and citizenship behavior separately, this study combines both to test the complex interaction between these factors. In addition, this study provides a new perspective by placing the understanding of legislative functions as an important element that is not only influenced by professional commitment and OCB, but also plays a crucial role in improving the performance of legislative functions. This mediation approach provides new insights into how improvements in legislative understanding can be a bridge to optimize the impact

of professional commitment and OCB on legislative performance. Thus, this study contributes to the development of theory and practice in improving legislative performance through the synergy of personal factors and citizenship behavior in organizations.

This study aims to examine the influence of Professional Commitment (X1) and Organizational Citizenship Behavior (OCB) (X2) on the Performance of Legislative Functions (Y), both directly and through the mediation of Understanding of Legislative Functions (Z). This study combines the concepts of professional commitment and organizational citizenship behavior as two key factors that influence the effectiveness of legislative function performance. Professional commitment (X1) is assumed to not only have a direct impact on legislative performance (Y) but also enhance legislative understanding (Z), which in turn can indirectly strengthen legislative performance. Likewise, OCB (X2) is hypothesized to have a direct effect on legislative performance, and furthermore, when individuals with high citizenship behavior understand legislative functions better (Z), this can improve legislative performance (Y). Therefore, legislative understanding (Z) serves as an important mediator in the relationship between professional commitment and OCB with legislative performance. This study offers a new perspective by explaining how the simultaneous roles of professional commitment, organizational citizenship behavior, and legislative understanding can contribute to the success of legislative performance. These findings can provide guidance for strategies to improve legislative performance through strengthening professional commitment and OCB, accompanied by efforts to improve legislative understanding.

This study enriches the literature on Organizational Citizenship Behavior (OCB), Professional Commitment, and legislative performance by testing the simultaneous and mediating effects of the legislative function understanding variable. By including legislative understanding as a mediator, this study develops a conceptual framework that links professional commitment and organizational citizenship behavior to legislative performance more comprehensively. This allows future researchers to explore more deeply the role of understanding as a reinforcing factor in improving organizational performance, especially in the legislative field.

This study provides practical insights for policymakers and legislative leaders on the importance of strengthening professional commitment and organizational citizenship behavior to improve legislative performance. The results show that improving understanding of legislative functions through training and education can strengthen the positive impact of professional commitment and OCB on performance. Thus, legislative leaders can develop capacity building programs that focus not only on technical aspects but also on improving motivation and citizenship behavior to create a more productive and effective work environment.

## 2. Research Methodology

### 2.1. Design

This research design uses quantitative robust precision mediation by testing the relationship between the variables of Professional Commitment (X1), Organizational Citizenship Behavior (X2), Understanding of Legislative Function (Z) as mediating variables, and Performance of Legislative Function (Y) as dependent variables. This design aims to measure and analyze precisely how Professional Commitment and Organizational Citizenship Behavior affect Performance of Legislative Function through the mediating role of Understanding of Legislative Function. The purpose of mediation in research is to understand and evaluate the role of mediating variables in strengthening, explaining, or describing the relationship between independent variables and dependent variables.(A. Manafe et al., 2023). Mediation helps identify the mechanisms or processes that explain how or why independent variables (e.g., Professional Commitment and Organizational Citizenship Behavior) affect dependent variables (e.g., Legislative Function Performance). With the presence of mediating variables such as Legislative Function Understanding, researchers can explore whether the effect of the independent variable on the dependent variable occurs directly or through an indirect path, as well as how much the mediation path contributes to the overall model. This study aims to measure the effect of Professional Competence, Professional Commitment, and Organizational Citizenship Behavior on the Legislative Function Understanding of South Kalimantan DPRD members. Data were collected

through a survey, testing the effect of latent variables on the performance of DPRD members for the development of active and sustainable human resource management(Prasetia et al., 2022).

## 2.2. Population and Sampling

In this study, population and sample are very important to determine the reliability and representativeness of the data obtained. Population includes all objects or subjects that have certain characteristics according to the objectives of the study. In this study, the population is all members of the DPRD in 13 districts/cities in South Kalimantan Province, including the leadership of the DPRD (Chairman and Deputy Chairperson), members of the legislative body, and members of the special committee, according to the results of the 2019 Election. Population can be grouped based on type and nature. Based on type, the population is divided into two, namely limited (with clear quantitative limitations) and unlimited (cannot be counted)(Kurniawan et al., 2016). According to its nature, the population can be homogeneous (having similar characteristics) or heterogeneous (having varying characteristics). In this study, the population is categorized as a limited and homogeneous population because it has uniform elements in the structure of the DPRD.(Kaur Bagga et al., 2023). The sample was taken to represent the population because it was not possible to research all members of the DPRD directly. The sample was selected representatively using the Slovin formula with a 5% error rate, ensuring that the sample sufficiently reflects the actual population and the research results are reliable and generalizable, so that the total sample is 117 respondents.

## 2.3. Procedures and Data Collection

The data collection procedure in this study was carried out in two stages, namely primary and secondary data collection. Primary data were obtained by distributing questionnaires to members of the South Kalimantan Provincial DPRD, which contained questions regarding professional commitment, organizational citizenship behavior, understanding of legislative functions, and legislative performance. Before being distributed, the questionnaire was tested for validity and reliability to ensure measurement accuracy. Meanwhile, secondary data were obtained from performance reports, literature books, and other relevant official publications, which function as support for primary data and provide a broader context for the research results.

## 2.4. Operational Variables

In this study, the constructs analyzed have an important role in understanding the influence of professional commitment and organizational citizenship behavior on the understanding and performance of the legislative function of members of the South Kalimantan Provincial DPRD.(Barley, 2018). Professional Commitment (X1) consists of three dimensions: Community Affiliation, which refers to the sense of attachment of DPRD members to the community they represent; Autonomy Demand, reflecting the need for members to have the freedom to make decisions related to tasks and responsibilities; and Belief Self Regulation, which describes the ability of members to regulate themselves based on personal beliefs in carrying out legislative duties.

**Table 1.**
Operational variables.

| No | Construct | Construct items | Question items | Item code | Reference |
|----|-----------|-----------------|----------------|-----------|-----------|
| 1 | Professional commitment (X1) | 1. Community Affiliation<br>2. Autonomy Demand<br>3. Belief self regulation | 6 grains | X1.1 – X1.6 | (Wibowo, 2023) |
| 2 | Organizational citizenship behavior (X2) | 1. Dedication<br>2. Altruism<br>3. Courtesy<br>4. Sportsmanship | 8 grains | X2.1 – X2.8 | (Untung et al., 2023) |

| 3 | Understanding of legislative functions (Z) | 1. Legislative Initiation<br>2. Law making process | 4 grains | Z1 – Z4 | (Kadir et al., 2023) |
|---|---|---|---|---|---|
| 4 | Performance of legislative functions (Y) | 1. Legislative Performance<br>2. Regional Regulation Supervision Performance<br>3. Regional budget supervision performance | 6 grains | Y1 – Y6 | (Kadir et al., 2023) |

Organizational Citizenship Behavior (X2) includes four dimensions: Dedication, which shows members' commitment to actively contribute; Altruism, which describes voluntary actions for the benefit of others outside of formal duties; Courtesy, which relates to mutual respect among DPRD members; and Sportsmanship, which reflects a positive attitude in facing challenges. Understanding of Legislative Function (Z) consists of Legislative Initiation, which relates to the ability to propose draft laws, and Law Making Process, which assesses understanding of the regulation-making process. Meanwhile, Legislative Function Performance (Y) is measured by Legislative Performance in drafting and enacting laws, Regional Regulation Supervision Performance which oversees the implementation of regional policies, and Regional Budget Supervision Performance in managing and auditing budget use. Analysis of these variables aims to understand the relationship and impact on the effectiveness of legislation at the regional level.

*2.5. Research Procedures*

This study with standard values is important to evaluate the model. First, Convergent Validity is assessed through Average Variance Extracted (AVE) with a standard value > 0.50, which indicates that more than 50% of the indicator variance is explained by the construct.(Purnamadewi & Suresh, 2020). Composite Reliability and Cronbach's Alpha should each be more than 0.70 to ensure good internal consistency and construct reliability.(Avkiran & Ringle, 2018). R-Square is used to measure how much the independent and mediating variables explain the dependent variable, with the general interpretation: $\geq 0.67$ is considered strong, 0.33 - 0.67 moderate, and < 0.33 weak.(Dash & Paul, 2021). Path Coefficients indicate the direction and strength of influence between variables, while T-Statistics must be more than 1.96 at a significance level of 5% (p < 0.05) to prove the significance of the influence. In addition, Discriminant Validity is evaluated through the Heterotrait-Monotrait Ratio (HTMT) with a standard of < 0.85 to ensure that the constructs do not overlap. All of these values are used to ensure the validity, reliability, and significance of the model as a whole.(Acar et al., 2011).

# 3. Results and Discussion

*3.1. Results*

*3.1.1. Outer Model*
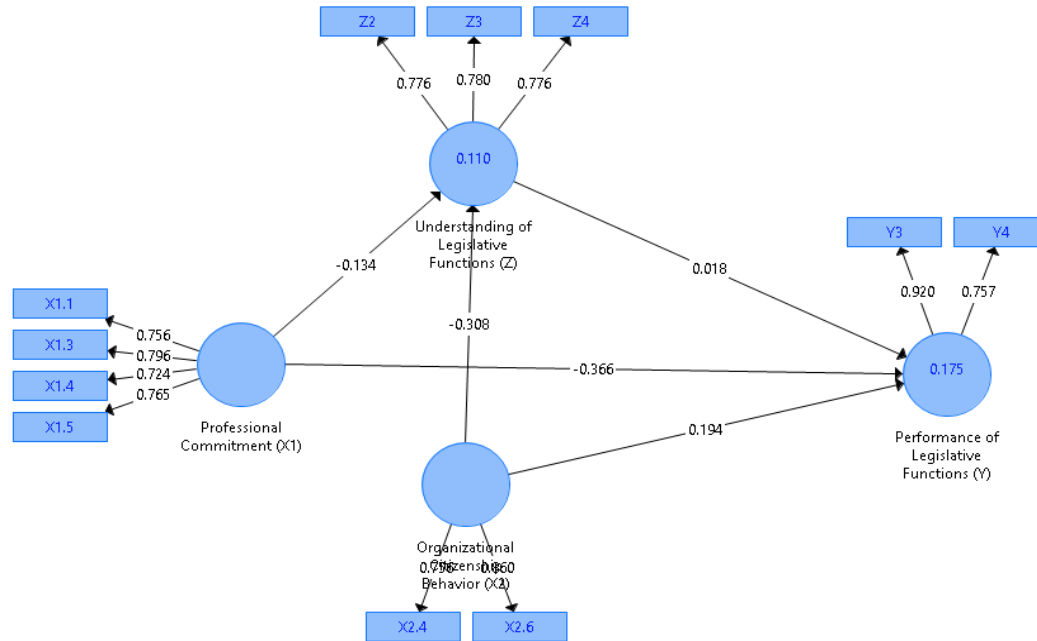


**Figure 1.**
Structural equation outer model.

The outer loading values for the variables "Professional Commitment" (PC), "Understanding of Legislative Functions" (ULF), "Organizational Citizenship Behavior" (OCB), and "Performance of Legislative Functions" (PLF) have outer loading values above 0.7, which means that each indicator has a strong and relevant relationship with the latent variables being measured. This indicates that all indicators meet the established standards and are reliable in measuring their respective constructs.

**Table 2.**
Outer model value.

|  | Outer loading | Standard | Decision | Composite reliability | Average variance extracted (AVE) | Standard | Decision |
|---|---|---|---|---|---|---|---|
| X1.1 | 0.756 | > 0.7 | Fulfilled |  |  |  |  |
| X1.3 | 0.796 | > 0.7 | Fulfilled | 0.846 | 0.579 |  | Fulfilled |
| X1.4 | 0.724 | > 0.7 | Fulfilled |  |  | >0.5 |  |
| X1.5 | 0.765 | > 0.7 | Fulfilled |  |  |  |  |
| X2.4 | 0.756 | > 0.7 | Fulfilled | 0.791 | 0.655 |  | Fulfilled |
| X2.6 | 0.860 | > 0.7 | Fulfilled |  |  |  |  |
| Y3 | 0.920 | > 0.7 | Fulfilled | 0.829 | 0.710 |  | Fulfilled |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Y4 | 0.757 | > 0.7 | Fulfilled | | | | |
| Z2 | 0.776 | > 0.7 | Fulfilled | | | | |
| Z3 | 0.780 | > 0.7 | Fulfilled | 0.821 | 0.604 | | Fulfilled |
| Z4 | 0.776 | > 0.7 | Fulfilled | | | | |

All indicators have an outer loading value of more than 0.7, indicating high validity to measure each construct. For example, the outer loading value for indicator X1.1 is 0.756, X1.3 is 0.796, and X2.6 is 0.860, indicating that each indicator significantly reflects the construct being measured. The CR value for all constructs is above the standard of 0.7, ensuring the reliability of the instrument. The CR for construct X1 is 0.846, X2 is 0.791, Y is 0.829, and Z is 0.821. This indicates that all constructs have been measured consistently. All constructs have an AVE value above 0.5, indicating adequate convergent validity. The AVE value for X1 is 0.579, X2 is 0.655, Y is 0.710, and Z is 0.604, indicating that more than half of the construct variance can be explained by its indicators. This study has successfully demonstrated high validity and reliability with adequate outer loading (>0.7), CR (>0.7), and AVE (>0.5) for all constructs, ensuring that the measurement instrument is valid and consistent in evaluating the performance of drinking water companies.

**Table 3.**
Value EligibilityHeterotrait-Monotrait ratio.

| | Organizational citizenship behavior (X2) | Performance of legislative functions (Y) | Professional commitment (X1) | Average variance extracted (AVE) | Standard | Decision |
|---|---|---|---|---|---|---|
| Organizational citizenship behavior (X2) | | | | 0.655 | >0.5 | Fulfilled |
| Performance of legislative functions (Y) | 0.372 | | | 0.710 | >0.5 | Fulfilled |
| Professional commitment (X1) | 0.167 | 0.500 | | 0.579 | >0.5 | Fulfilled |
| Understanding of legislative functions (Z) | 0.538 | 0.115 | 0.195 | 0.604 | >0.5 | Fulfilled |

This table presents the analysis of Average Variance Extracted (AVE) and the relationship between variables in the structural model. All constructs have AVE values above the standard of 0.5, indicating that each construct has adequate convergent validity. Organizational Citizenship Behavior (X2) has an AVE of 0.655, indicating good convergent validity. The relationship with Performance of Legislative Functions (Y) is 0.372, indicating a moderate positive correlation. Performance of Legislative Functions (Y) has an AVE of 0.710. The relationship with Professional Commitment (X1) is 0.500, indicating a moderate correlation. Professional Commitment (X1) has an AVE of 0.579 and the relationship with Organizational Citizenship Behavior (X2) is 0.167, indicating a weak correlation. Understanding of Legislative Functions (Z) has an AVE of 0.604. The strongest relationship occurs between Understanding of Legislative Functions (Z) and Organizational Citizenship Behavior (X2) of 0.538, while the weakest relationship is between Understanding of Legislative Functions (Z) and Performance of Legislative Functions (Y) of only 0.115. Each construct is valid and reliable with variations in the strength of the correlation between variables. The strongest correlation is between understanding of legislative functions and organizational citizenship behavior, while the weakest correlation occurs between understanding of legislative functions and performance of legislative functions.

### 3.1.2. Inner Model
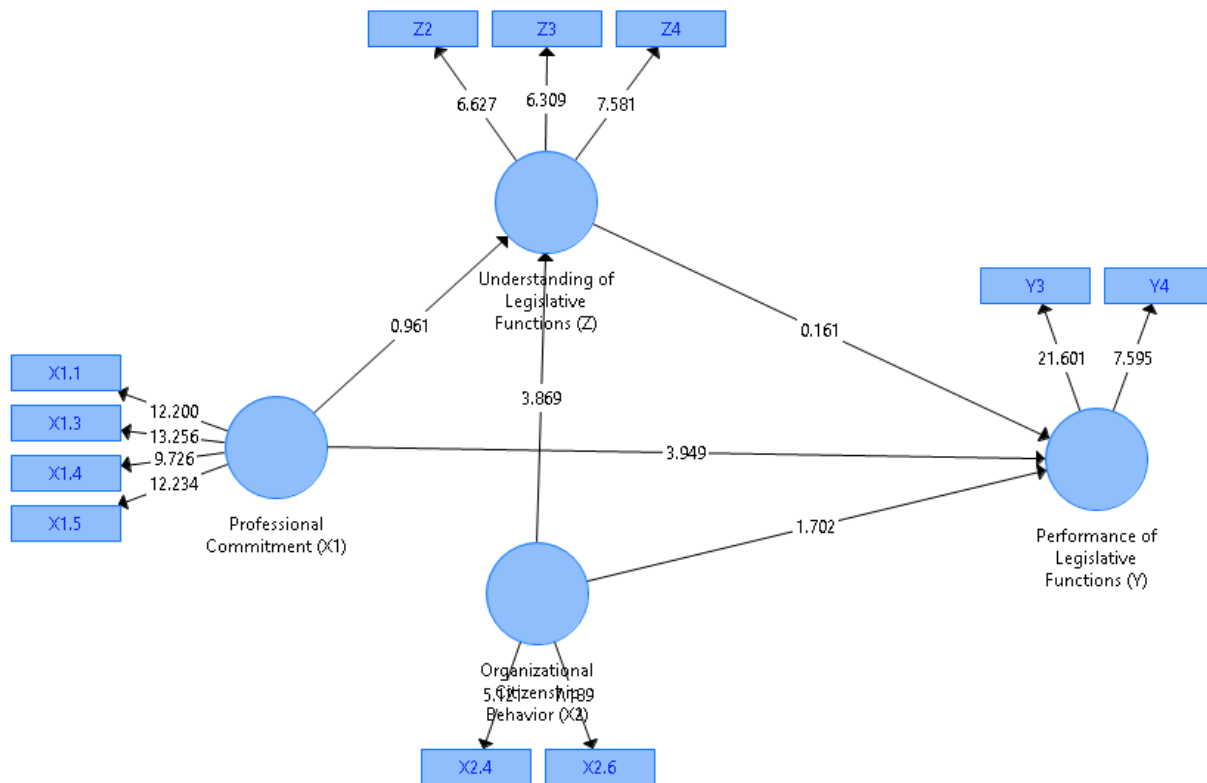


**Figure 2.**
Structural equation inner model.

The Partial Least Squares (PLS) based structural model in the figure shows several relationships between latent variables and their indicators. In general, the construct of Professional Commitment (X1) is measured by indicators X1.1, X1.3, X1.4, and X1.5 with high t-statistics values (12,200, 13,256, 9,726, 12,234), indicating that these indicators are significant in measuring this construct. The relationship between Professional Commitment (X1) and Organizational Citizenship Behavior (X2) is also significant with a t-statistic of 3,949, but its relationship with Understanding of Legislative Functions (Z) is not significant (t-statistics 0.961). The construct of Organizational Citizenship Behavior (X2) is measured by two indicators, X2.4 and X2.6, which have significant t-statistics values (5,052 and 5,689). The relationship between Organizational Citizenship Behavior (X2) and Performance of Legislative Functions (Y) approaches significance with a t-statistic of 1.702. Meanwhile, Understanding of Legislative Functions (Z) is measured by indicators Z2, Z3, and Z4 with fairly high t-statistic values (6.627, 6.309, 7.581), but its relationship with Performance of Legislative Functions (Y) is not significant (t-statistic 0.161). The construct of Performance of Legislative Functions (Y) is measured by indicators Y3 and Y4 with very high t-statistics (21.601 and 7.595), indicating that both are very significant in measuring the construct. Overall, the most significant relationship occurs between ProfessionalCommitment (X1) and Organizational Citizenship Behavior (X2), while the relationship with Understanding of Legislative Functions (Z) tends to be insignificant.

**Table 4**.
Partial path hypothesis value.

| | Original sample (O) | Sample mean (M) | Standard deviation (STDEV) | T statistics (\|O/STDEV\|) | P values | Sig. value | Decision |
|---|---|---|---|---|---|---|---|
| Organizational citizenship behavior (X2) -> Performance of legislative functions (Y) | 0.194 | 0.203 | 0.114 | 1,702 | 0.089 | >0.05 | Hypothesis rejected |
| Organizational citizenship behavior (X2) -> Understanding of legislative functions (Z) | –0.308 | –0.315 | 0.080 | 3,869 | 0.000 | <0.05 | Hypothesis accepted |
| Professional commitment (X1) -> Performance of legislative functions (Y) | –0.366 | –0.373 | 0.093 | 3,949 | 0.000 | <0.05 | Hypothesis accepted |
| Professional commitment (X1) -> Understanding of legislative functions (Z) | –0.134 | –0.140 | 0.139 | 0.961 | 0.337 | >0.05 | Hypothesis rejected |
| Understanding of legislative functions (Z) -> Performance of legislative functions (Y) | 0.018 | 0.029 | 0.113 | 0.161 | 0.873 | >0.05 | Hypothesis rejected |

Based on the results of statistical analysis in the study of Organizational Citizenship Behavior (X2) -> Performance of Legislative Functions (Y). The original sample value of 0.194 indicates a positive relationship, but the t-statistics of 1.702 and p-value of 0.089 (>0.05) indicate that this relationship is not significant. Thus, this hypothesis is rejected. Organizational Citizenship Behavior (X2) -> Understanding of Legislative Functions (Z). This relationship has an original sample value of –0.308 with a t-statistics of 3.869 and a p-value of 0.000 (<0.05), indicating a significant negative relationship. Therefore, the hypothesis is accepted. Professional Commitment (X1) -> Performance of Legislative Functions (Y). The original sample value of –0.366 indicates a negative relationship. With a t-statistics of 3.949 and a p-value of 0.000 (<0.05), this relationship is significant, so the hypothesis is accepted. Professional Commitment (X1) -> Understanding of Legislative Functions (Z). Although there is a negative relationship with the original sample value of –0.134, the t-statistics of 0.961 and p-value of 0.337 (>0.05) indicate that this relationship is not significant. The hypothesis is rejected. Understanding of Legislative Functions (Z) -> Performance of Legislative Functions (Y) This relationship has an original sample value of 0.018, with t-statistics of 0.161 and p-value of 0.873 (>0.05), indicating that this relationship is not significant. The hypothesis is rejected.

**Table 5.**
Hypothesis value of mediation path.

| | Original sample (O) | Sample mean (M) | Standard deviation (STDEV) | T Statistics (\|O/STDEV\|) | P values | Sig. value | Decision |
|---|---|---|---|---|---|---|---|
| Organizational citizenship behavior (X2) -> Understanding of legislative functions (Z) -> Performance of legislative functions (Y) | -0.006 | -0.008 | 0.038 | 0.149 | 0.882 | >0.05 | Hypothesis rejected |
| Professional commitment (X1) -> Understanding of legislative functions (Z) -> Performance of legislative functions (Y) | -0.002 | -0.002 | 0.020 | 0.119 | 0.905 | >0.05 | Hypothesis rejected |

Based on the results of statistical analysis in the study on Organizational Citizenship Behavior (X2) -> Understanding of Legislative Functions (Z) -> Performance of Legislative Functions (Y) The Original Sample (O) value is -0.006, indicating a very small negative influence. T Statistics of 0.149 with a P Value of 0.882 (>0.05) indicates that this mediation effect is not significant. Therefore, the hypothesis stating that Understanding of Legislative Functions (Z) mediates the effect of Organizational Citizenship Behavior (X2) on Performance of Legislative Functions (Y) is rejected. Professional Commitment (X1) -> Understanding of Legislative Functions (Z) -> Performance of Legislative Functions (Y) The Original Sample (O) value is -0.002, indicating a very small and negative influence. T Statistics of 0.119 with a P Value of 0.905 (>0.05) indicates that this mediation relationship is also not significant. Thus, the hypothesis stating that Understanding of Legislative Functions (Z) mediates the influence of Professional Commitment (X1) on Performance of Legislative Functions (Y) is also rejected.

**Table 6.**
Path value decision f² and R².

| | R square | R square adjusted | F square |
|---|---|---|---|
| Performance of legislative functions (Y) | 0.175 | 0.153 | |
| Understanding of legislative functions (Z) | 0.110 | 0.095 | |
| Professional commitment (X1) | | | 0.159 |

Based on the table above shows Performance of Legislative Functions (Y) R Square: A value of 0.175 indicates that about 17.5% of the variance in the performance of legislative functions can be explained by the independent variables in the model. This indicates that this model can explain a small portion of the variation in performance. R Square Adjusted: A value of 0.153 provides an adjustment for the number of variables used in the model. This value is slightly lower than R Square, indicating that although the model is good, there are many other variables that may also affect the performance of legislative functions. Understanding of Legislative Functions (Z) R Square: A value of 0.110 indicates that 11% of the variance in the understanding of legislative functions can be explained by the independent variables. This means that the model explains a smaller proportion of the variation in this

variable compared to Performance of Legislative Functions (Y). R Square Adjusted: A value of 0.095 indicates that after adjustment, the model's ability to explain variance in the understanding of legislative functions is lower, indicating the potential for other variables to play a role. Professional Commitment (X1) R Square: A value of 0.159 indicates that about 15.9% of the variance in professional commitment can be explained by the model. This indicates that the model is quite good at explaining variations in professional commitment. Performance of Legislative Functions (Y) and Professional Commitment (X1) have higher R Square values compared to Understanding of Legislative Functions (Z), indicating that both variables can be better explained by the model.

**Table 7.**
Fit model eligibility.

| Parameter | Saturated model | Estimated model | Eligibility |
|---|---|---|---|
| SRMR | 0.097 | 0.097 | Value < 0.08 (Good) |
| d_ULS | 0.617 | 0.617 | Value has no specific threshold, evaluation is based on context |
| d_G | 0.204 | 0.204 | Value has no specific threshold, evaluation is based on context |
| Chi-Square | 151,806 | 151,806 | Value has no specific threshold, evaluation based on df |
| NFI | 0.451 | 0.451 | Value < 0.90 (Not good) |

Based on the table above, SRMR (Standardized Root Mean Square Residual) Saturated Model: A value of 0.097 indicates that the saturation model has little mismatch, but still needs to be considered because the value is greater than the desired threshold. Estimated Model: A value of 0.097 for the estimated model is the same as the saturation model. Although this value indicates that the model has a good level of fit in general, it still does not meet the ideal criteria where the SRMR value should be less than 0.08. In this context, the model is considered less good. d_ULS (Distance between the Unweighted Least Squares) Saturated Model: A value of 0.617 indicates an adequate level of fit for the saturation model. Estimated Model: With the same value (0.617), this shows consistency between the two models. The d_ULS value does not have a specific threshold that is generally accepted, so evaluation should be done based on the context and broader understanding of the model. (Geodesic Distance) Saturated Model: A value of 0.204 indicates a good fit for the saturation model. Estimated Model: The same value (0.204) indicates no change, indicating that the fit between the models remains stable. Like d_ULS, the d_G value also does not have a specific threshold, so the evaluation should be considered based on the context of the analysis. Chi-Square Saturated Model: The value of 151.806 is an important measure of how well the model fits the data. Estimated Model: The same value (151.806) indicates consistency in the fit of the model. However, since there is no specific threshold for the chi-square value, interpretation should be made by considering the degrees of freedom (df) of the model used. NFI (Normed Fit Index) Saturated Model: The value of 0.451 indicates that the saturated model has a poor fit. Estimated Model: The same value (0.451) also shows the same results. With an NFI value below 0.90, this indicates that the model is not good in terms of fit, so it needs to be reviewed and possibly refined. Overall, although some parameters show consistency between the saturated model and the estimated model, the overall model fit can be considered poor, especially seen in the SRMR and NFI values. To improve the model, it may be necessary to consider other factors or refine the existing model to better fit the data used.

## 4. Discussion

The results of the statistical analysis in this study indicate a complex dynamic between Organizational Citizenship Behavior (X2), Professional Commitment (X1), Understanding of Legislative Functions (Z), and Performance of Legislative Functions (Y). The first finding, which observes the relationship between X2 and Y, shows an original sample value of 0.194, with a t-statistic

of 1.702 and a p-value of 0.089 (>0.05). Although there is an indication of a positive relationship, the low significance results in the rejection of this hypothesis, indicating that organizational citizenship behavior does not contribute significantly to the performance of legislative functions.(Treasure, 2021), Competence has a significant effect on teacher performance at SMK Taman Karya Madya Teknik Kebumen. This shows that increasing competence can improve teacher performance. Organizational citizenship behavior (OCB) does not have a significant effect on teacher performance. This means that OCB does not provide a clear contribution to improving performance in the context of this study.(Prasetia et al., 2022),Influence of Motivation: Motivation also has a positive and significant effect on OCB, indicating that high motivation can encourage employees to participate more actively in organizational activities. Organizational Commitment has a positive and significant effect on OCB, indicating that more committed employees tend to demonstrate better citizenship behavior.(Asroti et al., 2022),Path analysis test shows that there is a mediating effect of Servant Leadership and Islamic Work Ethics on employee performance through OCB. This means that the influence of servant leadership and Islamic work ethics can improve employee performance by increasing organizational citizenship behavior. However, compensation does not show a mediating effect on employee performance through OCB.(Santoso & Irwantoro, 2014),Impact of PO Fit: Person-Organization Fit (PO Fit) shows a significant and positive impact on job satisfaction and organizational commitment. However, its impact on OCB is insignificant and negative. Job satisfaction has a significant and positive effect on organizational commitment. This shows that employees who are satisfied with their jobs are more likely to be committed to the organization.(Pangestuti, 2018),The lower participation score compared to the other two indicators indicates that there is room for improvement in terms of employee participation in organizational activities. This finding suggests that although overall employee OCB is good, participation is an area that needs attention for better organizational development.(Fuada, 2021),Effect of Competence: The study found that competence has a positive and significant effect on the performance of regional financial managers. This shows that increasing competence can improve performance. Organizational commitment was also found to have a positive and significant effect on the performance of regional financial managers. This shows that employees who have high commitment tend to show better performance.(Rejeki et al., 2014),The congruence of individual values and organizational values has a positive and significant effect on organizational commitment. The congruence of individual values and organizational values also has a positive and significant effect on employee OCB.(Widyananda et al., 2008),The study found that public service motivation has a significant influence on job satisfaction and organizational citizenship behavior of Statistics Indonesia employees. These results indicate that when employees feel motivated to serve the public, they tend to be more satisfied with their jobs and more active in demonstrating positive behaviors that benefit the organization.(Kadir et al., 2023),The results of the study indicate that intellectual competence (X1) and emotional competence (X2) simultaneously influence member performance (Y). The results also show that both types of competence have a partial effect on member performance, which confirms that the competence of board members is an important factor in improving their performance in carrying out the functions of supervision, legislation, and budget. Furthermore, the analysis shows that X2 negatively affects Z with an original sample value of -0.308, t-statistics 3.869, and p-value 0.000 (<0.05). These results support the hypothesis that organizational citizenship behavior can hinder the understanding of legislative functions, which emphasizes the need for further evaluation of the interaction and contribution of these behaviors in the legislative context. The findings related to X1 against Y show a significant negative relationship with an original sample value of -0.366, t-statistics 3.949, and p-value 0.000 (<0.05). This suggests that low professional commitment can have a negative impact on the performance of the legislative function. In contrast, the relationship between X1 and Z with the original sample of -0.134, t-statistics 0.961, and p-value 0.337 (>0.05) indicates that this effect is not significant, leading to the rejection of the hypothesis. Furthermore, the mediation analysis shows that Z does not mediate the relationship between X2 and Y with the original sample of -0.006, t-statistics 0.149, and p-value 0.882 (>0.05), nor does it mediate the relationship between X1 and Y with a value of -0.002, t-statistics 0.119, and p-value 0.905 (>0.05). These findings indicate that understanding the legislative function is not a factor that strengthens the relationship between professional commitment or

organizational citizenship behavior and legislative function performance, indicating that other factors may be more influential in this context.

## 5. Conclusion

The results of the statistical analysis in this study indicate a complex relationship between Organizational Citizenship Behavior (X2), Professional Commitment (X1), Understanding of Legislative Functions (Z), and Performance of Legislative Functions (Y). First, although there is an indication of a positive relationship between X2 and Y with an original sample value of 0.194, t-statistics of 1.702, and p-value of 0.089, the low significance causes this hypothesis to be rejected. This indicates that organizational citizenship behavior does not have a significant contribution to the performance of legislative functions. This finding implies the need for further research to explore other factors that may contribute to legislative performance. Second, the analysis shows a significant negative relationship between X2 and Z, with an original sample value of -0.308, t-statistics of 3.869, and p-value of 0.000. This suggests that organizational citizenship behavior can hinder the understanding of legislative functions. Therefore, a deeper understanding of this behavior and how it affects legislative functions is important to improve the effectiveness of legislative organizations. Furthermore, a significant negative relationship between X1 and Y with an original sample of -0.366, t-statistics 3.949, and p-value 0.000, indicates that low professional commitment can have a negative impact on legislative performance. However, the relationship between X1 and Z is not significant, leading to the rejection of the hypothesis. Mediation analysis shows that Z does not function as a mediator between X2 and Y, as well as between X1 and Y. This suggests that understanding the legislative function does not strengthen the relationship between professional commitment or organizational citizenship behavior and legislative function performance. These findings emphasize the need for further research to explore other factors that may affect legislative performance, as well as provide insights for the development of more effective legislative performance improvement strategies in the future.

The results of this study have several significant implications for policy development and practice in the context of legislative functions. Here are some implications that can be drawn from the findings: Reevaluation of Performance Improvement Strategies: This study shows that Organizational Citizenship Behavior (X2) does not contribute significantly to the performance of legislative functions (Y). Therefore, legislative organizations need to evaluate existing strategies and consider other approaches to improve performance. For example, training and skills development that focuses more on technical and professional aspects may be more effective. Focus on Professional Commitment: The finding of a significant negative relationship between Professional Commitment (X1) and Performance of Legislative Functions (Y) suggests that low professional commitment can have a negative impact on legislative performance. This emphasizes the importance of career development programs that can increase professional commitment among legislators. Organizations may consider implementing incentives, training, and evaluations that encourage increased commitment and loyalty to legislative duties. Understanding of Citizenship Behavior: The results of the study show that Organizational Citizenship Behavior has a negative impact on Understanding of Legislative Functions (Z). This implies the need for organizations to better understand this behavior and its impact on understanding legislative functions. Counseling and training that explains the importance of organizational citizenship behavior in the legislative context may help reduce the barriers that result from such behavior. Further Research: Given that understanding of legislative functions did not act as a mediator between X1 and Y, and X2 and Y, there is a need for further research to explore other factors that may play a role in the relationship. More in-depth research may help identify other influential variables that may be leveraged to improve legislative performance. Policy Implementation: The results of this study may also serve as a reference for policy makers in designing and implementing more effective policies to improve legislative performance. Policies that emphasize professional development and increased understanding of legislative functions may help create an environment that is more conducive to achieving legislative goals.

## Copyright:

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