

## **The Influence of Psychological Capital Dimensions to Performance through OCB with Resistance to Change as Moderating Variable**

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**Abstract :** This study examines the influence of Psychological Capital Dimensions to Organizational Citizenship Behavior. There are four dimensions of Psychological Capital such as hope, optimism, resilience, and self-efficacy. It also tests the moderation effect of Resistance to Change in the relation between Psychological Capital's dimensions and Organizational Citizenship Behavior, and the influence of Organizational Citizenship Behavior to employees' performance. The data from the chosen 160 respondents from Public Service Institution is processed using multiple regression and interaction method. The study results in: 1) Hope positively significantly influences Organizational Citizenship Behavior, 2) Optimism positively significantly influences Organizational Citizenship Behavior, 3) Resilience positively significantly influences Organizational Citizenship Behavior, 4) Self-efficacy positively significantly influences Organizational Citizenship Behavior, 5) Resistance to change is moderating variable between hope and Organizational Citizenship Behavior, 6) Resistance to change is moderating variable between self-efficacy and Organizational Citizenship Behavior, 7) Organizational Citizenship Behavior positively significantly influences performance. On the contrary, resistance to change as a moderating variable is proven for hope and resilience.

**Keywords :** organizational citizenship behavior, performance, psychological capital's dimensions, and resistance to change

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