

**PENGARUH KOMITMEN ORGANISASI, KEPUASAN KERJA DAN
BUDAYA ORGANISASI TERHADAP ORGANIZATIONAL CITIZENSHIP
BEHAVIOR (OCB)
(STUDI PADA PT. SINAR PUSPITA ABADI FACTORY BANYUPUTIH,
BATANG)**

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ABSTRAK

Efektivitas dan kinerja tim ditentukan oleh kemampuan anggota dalam tim kerja, dimana karyawan tidak hanya harus melakukan pekerjaan sesuai dengan tuntutan tugas, namun pekerja disarankan memiliki inisiatif melakukan pekerjaan extra diluar dar tuntutan tugasnya yang dikenal dengan istilah organizational citizenship behavior (OCB) yang mampu meningkatkan efektivitas organisasi. Penelitian ini bertujuan untuk menguji serta menganalisis pengaruh komitmen organisasi, kepuasan kerja dan budaya organisasi terhadap organizational citizenship behavior (OCB) pada PT. Sinar Pupita Abadi Factory Banyuputih, Batang. subyek dalam penelitian ini adalah 98 karyawan dengan menggunakan tehnik pengambilan sampling yaitu Purposive Sampling. Hasil penelitian ini menunjukkan bahwa antara komitmen organisasi, kepuasan kerja dan budaya organisasi ketiganya berpengaruh positif dan signifikan terhadap OCB, artinya semakin tinggi komitmen organisasi, kepuasan kerja dan budaya organisasi yang dirasakan oleh karyawan, maka kecenderungan karyawan berperilaku OCB semakin tinggi. Alat analisis menggunakan regresi linier berganda.

Kata Kunci : Komitmen Organisasi, Kepuasan Kerja, Budaya Organisasi, Organizational Citizenship Behavior (OCB)

**THE EFFECT OF ORGANIZATION COMMITMENT, JOB
SATISFACTION AND ORGANIZATIONAL CULTURE ON
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
(STUDY IN PT. SINAR PUSPITA ABADI FACTORY BANYUPUTIH,
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ABSTRACT

Effectiveness and performance of a team is determined by the ability of members of the work team, where employees not only have to do the work in accordance with the demands of the task, but the employees are advised to have the initiative doing extra outside of the demands of his job which is known as organizational citizenship behavior (OCB) that can improve organizational effectiveness. This study aims to examine and analyze the influence of organizational commitment, job satisfaction and organizational culture on organizational citizenship behavior (OCB) at PT. Sinar Abadi Pupita Factory Banyuputih. Subjects in this study are 98 employees by using a purposive sampling technique. The results show that organizational commitment, job satisfaction and organizational culture have a positive and significant impact on OCB, meaning that the higher organizational commitment, job satisfaction and organizational culture perceived by the employee, so the tendency to behave OCB by employees are higher. The analysis tools use a multiple linear regression analysis.

Keyword : Organizational Commitment, Job Satisfaction, Organizational Culture, Organizational Citizenship Behavior (OCB)