

ABSTRAK

Penelitian ini bertujuan untuk melihat sejauh mana pengaruh *Fun at Work* dan Keterlibatan Kerja terhadap *Organizational Citizenship Behavior* dengan Kepuasan Kerja sebagai variabel intervening di Kantor PT. Bank Nagari Kota Padang. Populasi dalam penelitian ini adalah seluruh karyawan PT. Bank Nagari Kota Padang. Pemilihan sampel menggunakan random sampling dan didapatkan sampel sebanyak 68 sampel. Teknik analisis data menggunakan Analisis Structural Equation Modeling (SEM) Dengan Partial Least Square (PLS)

Berdasarkan hasil penelitian dan pengujian hipotesis yang telah dilakukan, maka hasil penelitian dapat disimpulkan bahwa *Fun at Work* berpengaruh signifikan terhadap Kepuasan Kerja karyawan pada PT. Bank Nagari Kota Padang. Keterlibatan Kerja berpengaruh signifikan terhadap Kepuasan Kerja karyawan pada Kantor PT. Bank Nagari Kota Padang. *Fun at Work* berpengaruh signifikan terhadap *Organizational Citizenship Behavior* pada PT. Bank Nagari Kota Padang. Keterlibatan Kerja tidak berpengaruh signifikan terhadap *Organizational Citizenship Behavior* pada PT. Bank Nagari Kota Padang. Kepuasan Kerja berpengaruh signifikan terhadap *Organizational Citizenship Behavior* pada Kantor PT. Bank Nagari Kota Padang. *Fun at Work* berpengaruh signifikan terhadap *Organizational Citizenship Behavior* melalui Kepuasan Kerja sebagai intervening pada PT. Bank Nagari Kota Padang.

Kata kunci : *fun at work*, keterlibatan kerja, *organizational citizenship behavior*, kepuasan kerja

ABSTRACT

This study aims to see how far the influence of Fun at Work and conclude Work on Organizational Citizenship Behavior with Job Satisfaction as an intervention variable in the PT. Padang City Nagari Bank. The population in this study were all employees of PT. Padang City Nagari Bank. Selection of samples using random sampling and obtained a sample of 68 samples. Data analysis technique using Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS)

Based on the results of the research and hypothesis testing that has been done, the results of the study can be concluded that Fun at Work has a significant effect on employee job satisfaction at PT. Padang City Nagari Bank. work disorder has a significant effect on employee job satisfaction at the office of PT. Padang City Nagari Bank. Fun at Work has a significant effect on Organizational Citizenship Behavior at PT. Padang City Nagari Bank. hardening has no significant effect on Organizational Citizenship Behavior at PT. Padang City Nagari Bank. Job Satisfaction has a significant effect on Organizational Citizenship Behavior at the Office of PT. Padang City Nagari Bank. Fun at Work has a significant effect on Organizational Citizenship Behavior through Job Satisfaction as an intervention at PT. Padang City Nagari Bank.

Keywords: pleasure in work, job involvement, behavior of organizational members, job satisfaction