

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh Lingkungan Kerja dan Komitmen Organisasional Terhadap *Organizational Citizenship Behaviour* dengan Budaya Organisasi sebagai Variabel Intervening dengan menggunakan data primer yang diperoleh dengan menyebarkan kuesioner kepada 31 orang guru sebagai responden yaitu pada SMA Negeri 1 Baso. Dalam penelitian ini menggunakan alat analisis Structural Equation Modeling (SEM) dengan menggunakan Partial Least Square (PLS).

Hasil penelitian menunjukkan bahwa : (1) Terdapat pengaruh positif dan signifikan Lingkungan Kerja terhadap Budaya Organisasi di SMA Negeri 1 Baso. (2) Terdapat pengaruh positif dan tidak signifikan Komitmen Organisasional terhadap Budaya Organisasi di SMA Negeri 1 Baso. (3) Terdapat pengaruh positif dan signifikan Lingkungan Kerja terhadap *Organizational Citizenship Behaviour*(OCB) di SMA Negeri 1 Baso. (4) Terdapat pengaruh positif dan tidak signifikan Komitmen Organisasional terhadap *Organizational Citizenship Behaviour* (OCB) di SMA Negeri 1 Baso. (5) Terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap *Organizational Citizenship Behaviour* (OCB) di SMA Negeri 1 Baso. (6) Terdapat pengaruh positif dan signifikan Lingkungan Kerja terhadap Budaya Organisasi melalui *Organizational Citizenship Behaviour* (OCB) di SMA Negeri 1 Baso. (7) Terdapat pengaruh positif dan tidak signifikan antara Komitmen Organisasional terhadap Budaya Organisasi melalui *Organizational Citizenship Behaviour* (OCB) di SMA Negeri 1 Baso

Kata Kunci : Lingkungan Kerja, Komitmen Organisasional, *Organizational Citizenship Behavior* (OCB), Budaya Organisasi

ABSTRACT

This study aims to examine the effect of the Work Environment and Organizational Commitment on Organizational Citizenship Behavior with Organizational Culture as an Intervening Variable using primary data obtained by distributing questionnaires to 31 teachers as respondents, namely at SMA Negeri 1 Baso. In this study using the analysis tool Structural Equation Modeling (SEM) using Partial Least Square (PLS).

The results of the study show that: (1) There is a positive and significant effect of the work environment on the organizational culture of SMA Negeri 1 Baso teachers. (2) There is a positive and insignificant effect of Organizational Commitment on Organizational Culture on Baso 1 Public High School Teachers. (3) There is a positive and significant influence of the Work Environment on Organizational Citizenship Behavior (OCB) for Baso 1 Public High School Teachers. (4) There is a positive and insignificant effect of Organizational Commitment on Organizational Citizenship Behavior (OCB) for SMA Negeri 1 Baso Teachers. (5) There is a positive and significant influence of Organizational Culture on Organizational Citizenship Behavior (OCB) for Baso 1 Public High School Teachers. (6) There is a positive and significant influence of the Work Environment on Organizational Culture through Organizational Citizenship Behavior (OCB) for Baso 1 Public High School Teachers. (7) There is a positive and insignificant influence between Organizational Commitment to Organizational Culture through Organizational Citizenship Behavior (OCB) on Baso 1 Public High School Teachers.

Keywords: Work Environment, Organizational Commitment, Organizational Citizenship Behavior (OCB), Organizational Culture