ABSTRAK

HUBUNGAN ANTARA IKLIM ORGANISASI DENGAN
***ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PADA**
KARYAWAN BANK NAGARI KANTOR PUSAT PADANG

Tujuan penelitian ini adalah untuk mengetahui Hubungan antara Iklim Organisasi dengan *Organizational Citizenship Behavior* (OCB) Pada Karyawan Bank Nagari Kantor Pusat Padang. Variabel bebas dalam penelitian ini adalah Iklim Organisasi dan Variabel terikatnya ada *Organizational Citizenship Behavior* (OCB). Alat ukur yang digunakan dalam penelitian ini adalah skala iklim organisasi dan skala *Organizational Citizenship Behavior (OCB)*. Populasi dalam penelitian ini berjumlah seluruh karyawan. Sampel dalam penelitian ini berdasarkan tabel dari Issac dan Michael dengan taraf kesalahan 10%. Sehingga jumlah sampel pada penelitian ini yaitu sebanyak 130 orang. Teknik pengambilan sampel adalah *probability sampling.* Hasil uji coba menunjukkan koefisien validitas pada Iklim Organisasi bergerak dari 0,403 sampai dengan 0,849, sedangkan koefisien reliabilitas nya sebesar 0,955, dan untuk koefisien validitas pada *Organizational Citizenship Behavior* bergerak dari 0,303 sampai dengan 0,887, sedangkan koefisien reliabilitas nya sebesar 0,941. Berdasarkan analisis data, diperoleh nilai korelasi sebesar 0,777 dengan taraf signifikansi 0,000 hal ini menunjukkan bahwa terdapat hubungan yang signifikan antara Iklim Organisasi dengan *Organizational Citizenship Behavior* pada karyawan Bank Nagari Kantor Pusat Padang yang berarti hipotesis diterima. Dengan besar sumbangan efektif Iklim Organisasi dengan *Organizational Citizenship Behavior* pada pegawai yang bekerja di Bank Nagari Kantor Pusat sebesar 60,5%.

Kata kunci : iklim organisasi, *organizational citizenship*, bank, karyawan.

ABSTRACT

RELATIONSHIPS BETWEEN *ORGANIZATIONAL CLIMATE* WITH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) AT BANK NAGARI EMPLOYEES PADANG HEAD OFFICE

The purpose of this study was to determine the relationship between Organizational Climate and Organizational Citizenship Behavior (OCB) in Bank Nagari Employees, Padang Head Office. The independent variable in this study is Organizational Climate and the dependent variable is Organizational Citizenship Behavior (OCB). The measurement tools used in this study are the organizational climate scale and the Organizational Citizenship Behavior (OCB) scale. The sampling technique is probability sampling or commonly abbreviated as random sampling, which is said to be simple (simple) because the collection of sample members and the population is done randomly without regard to the strata in that population (Sugiono, 2017). The sample in this study is based on the table from Issac and Michael with an error rate of 10%. So that the number of samples in this study were 130 people. The test results show that the validity coefficient on Organizational Climate moves from 0.403 to 0.849, while the reliability coefficient is 0.955, and the validity coefficient on Organizational Citizenship Behavior moves from 0.303 to 0.887, while the reliability coefficient is 0.941. Based on data analysis, a correlation value of 0.777 was obtained with a significance level of 0.000, which means that the hypothesis is accepted. This shows that there is a significant relationship between Organizational Climate and Organizational Citizenship Behavior of employees who work at Bank Nagari Padang Head Office. The effective contribution of Organizational Climate with Organizational Citizenship Behavior foer employees working at Bank Nagari Head Office is 60.5%.

Keywords: *organizational climate, organizational citizenship, bank, employees.*