

ABSTRAK

Yelfi Meilindra, 15101155310410, Jurusan Manajemen, 2019. Pengaruh Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja dan Iklim Organisasi terhadap *Organizational Citizenship Behavior* Pada Karyawan PT. PLN (Persero) Unit Pelayanan Transmisi Padang. Pembimbing I Dr. Fitrizal, SE, MM dan Pembimbing II Marta Widian Sari, SE, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja dan Iklim Organisasi terhadap *Organizational Citizenship Behavior* sebagai variabel *dependent*. Variabel penelitian yaitu Budaya Organisasi (X1), Komitmen Organisasi (X2), Kepuasan Kerja (X3), Iklim Organisasi (X4) dan *Organizational Citizenship Behavior* (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner sebanyak 80 responden. Metode analisis yang digunakan adalah uji validitas dan realibilitas, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian didapatkan (1) Budaya Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (2) Komitmen Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (3) Kepuasan Kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (4) Iklim Organisasi Berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (5) Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja dan Iklim Organisasi secara bersama-sama berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Kontribusi variabel independen Budaya Organisasi (X1), Komitmen Organisasi (X2), Kepuasan Kerja (X3) dan Iklim Organisasi (X4) terhadap variabel dependent *Organizational Citizenship Behavior* (Y) sebesar 0,758 atau 75,8%. Sedangkan sisanya 24,2 dipengaruhi variabel lain di luar penelitian ini. Akhirnya penulis menyarankan pada pihak manajemen PT. PLN (Persero) Unit Pelayanan Transmisi Padang, bahwa *Organizational Citizenship Behavior* akan meningkat apabila pihak manajemen memperhatikan Iklim Organisasi, Komitmen Organisasi, Budaya organisasi dan Kepuasan Kerja melalui indikator-indikator nya.

Kata Kunci: Budaya Organisasi, Komitmen Organisasi, Kepuasan Kerja dan Iklim Organisasi terhadap *Organizational Citizenship Behavior*

ABSTRACT

Yelfi Meilindra, 15101155310410, *Department of Management*, 2019. *The influence of Organizational Culture, Organizational Commitment, Job Satisfaction and Organizational Climate on Organizational Citizenship Behavior to employees PT. PLN (Persero) Unit Pelayanan Transmisi Padang, advisor I Dr. Fitrizal, SE, MM and advisor II Marta Widian Sari, SE, MM.*

This study aims to determine how much influence Organizational Culture, Organizational Commitment, Job Satisfaction and Organizational Climate on Organizational Citizenship Behavior as dependent variables. Research variables are Organizational Culture (X1), Organizational Commitment (X2), Job Satisfaction (X3) Organizational Climate (X4) and Organizational Citizenship Behavior (Y). The method of collecting data through surveys and circulating questionnaires as many as 80 respondents. The analytical method used is the validity and reliability test, correlation analysis, multiple regression analysis, for the hypothesis test used is the t test and F test.

The results obtained (1) Organizational Culture has a positive and significant effect on Organizational Citizenship Behavior (2) Organizational Commitment has a positive and significant effect on Organizational Citizenship Behavior (3) Job Satisfaction has a positive and significant effect on Organizational Citizenship Behavior (4) Organizational Climate has a positive and significant effect on Organizational Citizenship Behavior (5) Organizational Culture, Organizational Commitment, Job Satisfaction and Organizational Climate together have a positive and significant effect on Organizational Citizenship Behavior. The independent variable contribution of Organizational Culture (x1), Organizational Commitment (X2), Job Satisfaction (X3) and Organizational Climate (X4) to the dependent variable Organizational Citizenship Behavior (Y) is 0.758 or 75,8%. While the remaining 24,2 is influenced by other variables outside of this study. Finally the authour suggested to the management of PT. PLN (Persero) Transmission Service Unit, that Organizational Citizenship Behavior will increase if the management pays attention to organizational climate, organizational commitment, Organizational Culture and Job Satisfaction through the indicator-indicator.

Keywords: *Organizational Culture, Organizational Commitment, Job Satisfaction and Organizational Climate towards Organizational Citizenship Behavior*