

Tiara Agnesti, 2017422056, Magister Manajemen, 2019, Pengaruh Kompensasi dan Lingkungan Kerja terhadap *Organizational Citizenship Behaviour* (OCB) dengan Kepuasan Kerja sebagai Variabel *Intervening* pada PT. BFI Finance Indonesia Cabang Padang dan Bukittinggi, dibawah bimbingan Bapak Prof. Dr. Ismuhadjar., SE., MM dan Bapak Dr. Yulasmi, SE., MM.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh variabel independen terhadap variabel dependen serta hubungan langsung atau tidak langsung dengan menggunakan variabel *intervening*. Objek penelitian ini adalah PT. BFI Finance Indonesia Cabang Padang dan Bukittinggi. Jumlah sampel dalam penelitian ini sebanyak 106 responden. Teknik analisis yang digunakan adalah regresi linear berganda dan analisis jalur.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 1 diperoleh: (a) Terdapat pengaruh positif dan signifikan kompensasi terhadap kepuasan kerja. (b) Terdapat pengaruh positif dan signifikan lingkungan kerja terhadap kepuasan kerja. Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 2 diperoleh: (a) Terdapat pengaruh positif dan signifikan kompensasi terhadap *organizational citizenship behaviour*. (b) Tidak terdapat pengaruh positif dan signifikan lingkungan kerja terhadap *organizational citizenship behaviour*. (c) Terdapat pengaruh positif dan signifikan kepuasan kerja terhadap *organizational citizenship behaviour*. Hasil penelitian secara simultan pada persamaan 1 menunjukkan bahwa kompensasi dan lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Pada persamaan 2 kompensasi, lingkungan kerja dan kepuasan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*.

Berdasarkan uji analisis jalur, kompensasi berpengaruh langsung terhadap *organizational citizenship behaviour*. Sedangkan lingkungan kerja berpengaruh terhadap *organizational citizenship behaviour* melalui kepuasan kerja, artinya kepuasan kerja mampu berperan sebagai variable *intervening* atau memediasi lingkungan kerja terhadap *organizational citizenship behaviour*. Dan berdasarkan uji koefisien Determinasi (R^2) model 1 nilainya 0,505 atau 50,5% hal ini menunjukkan bahwa persentase sumbangan variabel independen kompensasi, dan lingkungan kerja terhadap variabel dependen kepuasan kerja sebesar 0,505 atau 50,5%. Sedangkan sisanya sebesar 49,5% dipengaruhi oleh variabel lain di luar penelitian ini. Dan berdasarkan uji koefisien Determinasi (R^2) model 2 nilainya 0,612 atau 61,2%, hal ini menunjukkan bahwa persentase sumbangan variabel independen kompensasi, lingkungan kerja dan kepuasan kerja terhadap variabel dependen *organizational citizenship behavior* sebesar 0,612 atau 61,2%. Sedangkan sisanya sebesar 38,8% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata kunci : Kompensasi, Lingkungan Kerja, Kepuasan Kerja, *Organizational Citizenship Behaviour*

Tiara Agnesti, 2017422056, Master of Management, 2019, The Effect of Compensation and Work Environment on Organizational Citizenship Behaviour with Job Satisfaction as an Intervening variable in PT BFI Finance Indonesia Branch of Padang and Bukittinggi, under the guidance of Mr. Prof. Dr. Ismuhadjar., SE., MM and Mr. Dr. Yulasmi, SE., MM.

ABSTRACT

This study aims to determine the effect of independent variables on the dependent variable as well as direct or indirect relationships using intervening variables. The object of this research is PT BFI Finance Indonesia Branch of Padang and Bukittinggi . The number of samples in this study were 106 respondents. The analysis technique used is multiple linear regression and path analysis.

The results obtained based on Partial Test (t-test) of model 1 were obtained: (a) There is a positive and significant influence of compensation on job satisfaction. (b) There is a positive and significant influence of work environment on job satisfaction. The results obtained based on Partial Test (t-test) of model 2 obtained: (a) There is a positive and significant influence on compensation on organizational citizenship behaviour. (b) There is no positive and significant influence of work environment on organizational citizenship behaviour. (c) There is a positive and significant effect of job satisfaction on organizational citizenship behaviour. Simultaneous research results in equation 1 show that compensation and work environment have a positive and significant effect on job satisfaction. In equation 2 compensation, work environment and job satisfaction have a positive and significant effect on organizational citizenship behaviour.

Based on the path analysis test, compensation directly affects organizational citizenship behaviour. While work environment influences organizational citizenship behaviour through job satisfaction support, meaning that job satisfaction is able to act as an intervening variable or mediate work environment on organizational citizenship behaviour. And based on the Determination coefficient (R^2) model 1, the value is 0,505 or 50.5%, this shows that the percentage contribution of the independent variable of compensation and work environment to the dependent variable organizational citizenship behaviour is 0.505 or 50.5%. While the remaining 49.5% is influenced by other variables outside this study. And based on the Determination coefficient (R^2) model 2, the value is 0.612 or 61.2%, this shows that the percentage of independent variable of compensation, work environment and job satisfaction for dependent variable organizational citizenship behaviour is 0.612 or 61.2%. While the remaining 38.8% is influenced by other variables outside this study.

Keywords: Compensation, Work Environment, Job Satisfaction, Organizational Citizenship Behaviour