

ABSTRAK

Tujuan penelitian ini adalah untuk menganalisa Pengaruh komitmen organisasi, kepuasan kerja dan budaya organisasi terhadap *Organizational Citizenship Behaviour (OCB)* Karyawan perusahaan perum bulog Padang. Desain penelitian ini sesuai dengan tujuan penelitian dan permasalahan yang diteliti dan dirumuskan maka penelitian yang penulis buat dengan metode kuantitatif. Metode pengumpulan data melalui survei dan penyebaran kuesioner sebanyak 102 responden. Metode analisis yang digunakan adalah analisis jalur(Path Analysis) dan uji hipotesis.

Hasil penelitian mengidentifikasi bahwa secara bersama-sama terdapat pengaruh yang signifikan antara Pengaruh Komitmen Organisasi, Kepuasan kerja, dan Budaya Organisasi terhadap *Organizational Citizenship Behaviour (OCB)* karyawan Perusahaan Perum Bulog Padang. Dengan tingkat signifikan 0,001 lebih kecil dari 0,05, maka diperoleh H_0 ditolak dan H_a diterima.Bawa terdapat pengaruh positif dan tidak signifikan antara Komitmen Organisasi terhadap *Organizational Citizenship Behaviour (OCB)* Perusahaan Perum Bulog Padang. Dengan tingkat signifikan lebih besar dari alpha ($0,882 > 0,05$).Bawa terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap *Organizational Citizenship Behaviour (OCB)*Perusahaan Perum Bulog Padang. Dengan tingkat signifikan lebih kecildari alpha ($0,000 < 0,05$).Bawa terdapat pengaruh positif dan tidak signifikan antara Budaya Organisasi terhadap *Organizational Citizenship Behaviour (OCB)* Perusahaan Perum Bulog Padang. Dengan tingkat signifikan lebih kecil dari alpha ($0,068 > 0,05$). Dapat dilakukan Pengujian Simultan (Uji F) dengan cara membandingkan nilai F_{hitung} dengan F_{tabel} karena nilai F_{hitung} lebih besar dari nilai F_{tabel} ($12,335 > 2,92$). Nilai F 2,045 dengan tingkat signifikan 0,000 lebih kecildari 5%. Maka diperoleh H_0 ditolak dan H_a diterima, yang berarti hal ini dilakukan secara bersama-samaantara Komitmen Organisasi (X1), Kepuasan Kerja (X2), Budaya Organisasi (X3) dan *Organizational Citizenship Behaviour (OCB)* (Y).

Akhirnya peneliti mengidentifikasi bahwa *pertama*, Bawa Secara Bersama-sama terdapat pengaruh yang signifikan antara Pengaruh Komitmen Organisasi, Kepuasan kerja, dan Budaya Organisasi terhadap *Organizational Citizenship Behaviour (OCB)*Perusahaan Perum Bulog Padang .

Kata kunci :Komitmen Organsiasi, Kepusan Kerja, Budaya Organisasi, *Organizational CitizenshipBehaviour (OCB)*

ABSTRACT

The purpose of this study was to analyze the effect of organizational commitment, job satisfaction and organizational culture on the Organizational Citizenship Behavior (OCB) of employees of PerumBulog Padang. The design of this research is in accordance with the research objectives and the problems being researched and formulated, the research that the author makes using quantitative methods. Methods of collecting data through surveys and distributing questionnaires as many as 102 respondents. The analytical method used is path analysis and hypothesis testing.

The results of the study identify that together there is a significant influence between the influence of organizational commitment, job satisfaction, and organizational culture on the Organizational Citizenship Behavior (OCB) of the employees of the State Logistics Agency, Padang. With a significant level of 0.001 less than 0.05, then H_0 is rejected and H_a is accepted. That there is a positive and insignificant effect between Organizational Commitment to Organizational Citizenship Behavior (OCB) of PerumBulog Padang. With a significant level greater than alpha ($0.882 > 0.05$). That there is a positive and significant influence between Job Satisfaction on Organizational Citizenship Behavior (OCB) of PerumBulog Padang. With a significantly smaller level of alpha ($0.000 < 0.05$). That there is a positive and insignificant influence between Organizational Culture on Organizational Citizenship Behavior (OCB) of PerumBulog Padang. With a significantly less than alpha level ($0.068 > 0.05$). Simultaneous Testing (F-Test) can be done by comparing the value of Fcount with Ftable because the value of Fcount is greater than the value of Ftable ($12.335 > 2.92$). The F value is 2,045 with a significant level of 0.000 less than 5%. Then H_0 is rejected and H_a is accepted, which means this is done jointly between Organizational Commitment (X1), Job Satisfaction(X2), Organizational Culture (X3) and Organizational Citizenship Behavior (OCB) (Y).

Finally, the researchers identified that first, that together there is a significant influence between the influence of organizational commitment, job satisfaction, and organizational culture on the Organizational Citizenship Behavior (OCB) of the State Logistics Agency (BULog) Padang.

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