

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Budaya Organisasi Dan Iklim Organisasi Terhadap *Organizational Citizenship Behaviour* (OCB) Melalui Komitmen Organisasi Sebagai Variabel Intervening Pada Pt. Anugrah Jaya Multiplikasi/Kangaroo Spring Bed. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 48 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan smartpls.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap Komitmen Organisasi. Terdapat pengaruh positif yang signifikan Iklim Organisasi terhadap Komitmen Organisasi. Terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap *Organizational Citizenship Behaviour*. Terdapat pengaruh positif yang signifikan Iklim Organisasi terhadap *Organizational Citizenship Behaviour*. Terdapat pengaruh positif yang signifikan Komitmen Organisasi terhadap *Organizational Citizenship Behaviour*. Terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap *Organizational Citizenship Behaviour* melalui Komitmen Organisasi. Terdapat pengaruh positif yang signifikan Iklim Organisasi terhadap *Organizational Citizenship Behaviour* melalui Komitmen Organisasi.

Kata Kunci : Budaya Organisasi, Iklim Organisasi, Komitmen Organisasi dan *Organizational Citizenship Behaviour*

ABSTRACT

This study aims to examine how much influence Organizational Culture and Organizational Climate have on Organizational Citizenship Behavior (OCB) through Organizational Commitment as an Intervening Variable at Pt. Anugrah Jaya Multiplication/Kangaroo Spring Bed. The method of collecting data is through surveys and distributing questionnaires, with a sample of 48 respondents. The analytical method used is path analysis using smartpls.

The results obtained based on the Partial Test have a significant positive effect on Organizational Culture on Organizational Commitment. There is a significant positive effect of Organizational Climate on Organizational Commitment. There is a significant positive influence of Organizational Culture on Organizational Citizenship Behavior. There is a significant positive effect of Organizational Climate on Organizational Citizenship Behavior. There is a significant positive effect of Organizational Commitment on Organizational Citizenship Behavior. There is a significant positive influence of Organizational Culture on Organizational Citizenship Behavior through Organizational Commitment. There is a significant positive influence of Organizational Climate on Organizational Citizenship Behavior through Organizational Commitment.

Keywords: *Organizational Culture, Organizational Climate, Organizational Commitment and Organizational Citizenship Behavior*