

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Iklim Organisasi Dan Kepuasan Kerja Terhadap Komitmen Organisasi dan seberapa besar pengaruh Iklim Organisasi dan Kepuasan Kerja terhadap *Organizational Citizenship Behavior* Pada Sman 1 Lembang Jaya. Metode analisis data menggunakan kuesioner, dengan sampel 42 responden. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa pengaruh langsung Iklim Organisasi lebih kecil dibandingkan pengaruh tidak langsung Iklim Organisasi terhadap *Organization Citizenship Behaviour* melalui Komitmen Organisasional. Jadi Iklim Organisasi terhadap *Organization Citizenship Behaviour* di mediasi oleh Komitmen Organisasional. Pengaruh langsung Kepuasan Kerja lebih besar dibandingkan pengaruh tidak langsung Kepuasan Kerja terhadap *Organization Citizenship Behaviour* melalui Komitmen Organisasional. Jadi Kepuasan Kerja terhadap *Organization Citizenship Behaviour* tidak di mediasi oleh Komitmen Organisasional. Kontibusi sumbangan variabel *independen* Iklim Organisasi, Kepuasan Kerja terhadap variabel *dependen* Komitmen Organisasional adalah sebesar 60,0%. Sedangkan sisanya adalah sebesar 40,0% dipengaruhi oleh variabel lain di luar penelitian ini. Kontibusi sumbangan variabel *independen* Iklim Organisasi, Kepuasan Kerja dan Komitmen Organisasional terhadap variabel *dependen* *Organization Citizenship Behaviour* adalah sebesar 77,8%. Sedangkan sisanya adalah sebesar 22,2% dipengaruhi oleh variabel lain di luar penelitian ini.

Akhirnya penulis menyarankan kepada pihak SMAN 1 Lembang Jaya agar dapat mempertahankan Iklim Organisasi yang baik sehingga tetap menciptakan *Organization Citizenship Behaviour*. Dengan adanya Iklim Organisasi yang baik akan mampu meningkatkan hasil kerja karyawan. Juga harus lebih meningkatkan Kepuasan Kerja agar tetap menunjang *Organization Citizenship Behaviour*. Dengan adanya Kepuasan Kerja akan bisa membuat karyawan lebih giat dalam bekerja. Di samping itu mesti lebih memperhatikan masalah Komitmen Organisasional karyawan agar *Organization Citizenship Behaviour* karyawan tetap terjaga.

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

ABSTRACT

The purpose of this study was to determine how much the influence of Organizational Climate and Job Satisfaction on Organizational Commitment and how much influence Organizational Climate and Job Satisfaction on Organizational Citizenship Behavior at Sman 1 Lembang Jaya. Methods of data analysis using a questionnaire, with a sample of 42 respondents. The data analysis method used is path analysis.

Based on the research results, it shows that the direct influence of Organizational Climate is smaller than the indirect effect of Organizational Climate on Organization Citizenship Behavior through Organizational Commitment. So Organizational Climate towards Organization Citizenship Behavior is mediated by Organizational Commitment. The direct effect of Job Satisfaction is greater than the indirect effect of Job Satisfaction on Organization Citizenship Behavior through Organizational Commitment. So Job Satisfaction with Organization Citizenship Behavior is not mediated by Organizational Commitment. The contribution of the independent variable Organizational Climate, Job Satisfaction to the dependent variable Organizational Commitment is 60.0%. While the rest is 40.0% influenced by other variables outside this study. The contribution of the independent variable Organizational Climate, Job Satisfaction and Organizational Commitment to the dependent variable Organization Citizenship Behavior is 77.8%. While the remaining 22.2% is influenced by other variables outside this study.

Finally, the authors suggest that SMAN 1 Lembang Jaya maintain a good organizational climate so that they continue to create Organization Citizenship Behavior (OCB). With a good organizational climate, it will be able to improve employee work results. Also, it must further increase Job Satisfaction in order to continue to support the Organization Citizenship Behavior (OCB). With Job Satisfaction, it will be able to make employees more active at work. In addition, employees must pay more attention to the issue of organizational commitment so that employees' Organization Citizenship Behavior (OCB) is maintained.

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