

## **ABSTRACT**

*This study aims to examine how much influence the organizational climate, organizational culture and employee loyalty to organizational citizenship behavior of Sangju Solok Selatan factory. Methods of data collection through surveys and distributing questionnaires, with a sample of 61 respondents. The analytical method used is descriptive analysis, validity test, reliability test, correlation analysis, multiple linear regression, determinant test (R<sup>2</sup>), hypothesis test and f test, t test using SPSS 21. The research results obtained are based on partial tests (t test) obtained: (a) partially there is a significant influence between organizational climate variables on organizational citizenship behavior. (b) partially there is a significant influence between organizational culture variables on organizational citizenship behavior. (c) partially there is a significant influence between employee loyalty variables on organizational citizenship behavior. Then based on simultaneous hypothesis testing (test f), organizational climate, organizational culture and employee loyalty significantly influence organizational citizenship behavior. And the coefficient of determination (R<sup>2</sup>) percentage of organizational climate, organizational culture and employee loyalty to organizational citizenship behavior is 0.529 or 52.9%, while the remaining 47.1% is influenced by other variables outside this study. Finally, the authors suggest the South Sanju Solok factory to make the organizational climate, organizational culture and employee loyalty as consideration in improving organizational citizenship behavior so that the vision and mission of the South Sangju Solok factory can run well and the objectives of the South Sanju Solok factory can be achieved to the maximum.*

**Keywords:** *organizational climate, organizational culture and employee loyalty*

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh iklim organisasi, budaya organisasi dan loyalitas karyawan terhadap *organizational citizenship behavior* pabrik Sangju Solok Selatan. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan sampel 61 responden. Metode analisis yang digunakan adalah analisis deskriptif, uji validitas, uji reabilitas, analisis korelasi, regresi linear berganda, uji determinan ( $R^2$ ), uji hipotesis dan uji f, uji t menggunakan SPSS 21. Hasil penelitian yang didapatkan berdasarkan uji parsial (Uji t) diperoleh: (a) secara parsial terdapat pengaruh signifikan antara variabel iklim organisasi terhadap *organizational citizenship behavior*. (b) secara parsial terdapat pengaruh signifikan antara variabel budaya organisasi terhadap *organizational citizenship behavior*. (c) secara parsial terdapat pengaruh signifikan antara variabel loyalitas karyawan terhadap *organizational citizenship behavior*. Kemudian berdasarkan uji hipotesis secara simultan (uji f) maka iklim organisasi, budaya organisasi dan loyalitas karyawan berpengaruh signifikan terhadap *organizational citizenship behavior*. Dan uji koefisien determinasi ( $R^2$ ) persentase iklim organisasi, budaya organisasi dan loyalitas karyawan terhadap *organizational citizenship behavior* sebesar 0,529 atau 52,9 %, sedangkan sisanya 47,1 % dipengaruhi oleh variabel lain diluar penelitian ini. Akhirnya penulis menyarankan pada pabrik Sangju Solok Selatan untuk menjadikan iklim organisasi, budaya organisasi dan loyalitas karyawan sebagai bahan pertimbangan dalam meningkatkan *organizational citizenship behavior* agar visi dan misi pabrik Sangju Solok Selatan dapat berjalan dengan baik dan tujuan pabrik Sangju Solok Selatan dapat dicapai secara maksimal.

**Kata kunci : iklim organisasi, budaya organisasi dan loyalitas karyawan**