

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Talent Management*, Komunikasi, Kompetensi Dan Budaya Kerja Terhadap *Organization Citizenship Behavior* (OCB) Pada PT. Dharmasraya Sawit Lestari. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 70 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Talent Management*, Komunikasi, Kompetensi berpengaruh signifikan terhadap *Organization Citizenship Behavior*. Budaya Kerja berpengaruh tidak signifikan terhadap *Organization Citizenship Behavior*. Secara simultan *Talent Management*, Komunikasi, Kompetensi dan Budaya Kerja secara bersama-sama terhadap *Organization Citizenship Behavior*.

Kontibusi sumbangan variabel *independen Talent Management*, Komunikasi, Kompetensi dan Budaya Kerja terhadap variabel *dependen Organization Citizenship Behavior* adalah sebesar 91,5%. Sedangkan sisanya adalah sebesar 8,5% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata Kunci : *Talent Management*, Komunikasi, Kompetensi, Budaya Kerja dan *Organization Citizenship Behavior***

### **ABSTRACT**

*This study aims to examine how much influence Talent Management, Communication, Competence and Work Culture have on Organizational Citizenship Behavior (OCB) at PT. Dharmasraya Sawit Lestari. The method of collecting data is through surveys and distributing questionnaires, with a sample of 70 respondents. The analytical method used is multiple linear regression analysis using SPSS.*

*The results obtained based on the Partial Test (t test) obtained Talent Management, Communication, Competence has a significant effect on Organization Citizenship Behavior. Work Culture has no significant effect on Organization Citizenship Behavior. Simultaneously Talent Management, Communication, Competence and Work Culture together towards Organization Citizenship Behavior.*

*The contribution of the independent variables Talent Management, Communication, Competence and Work Culture to the dependent variable of Organization Citizenship Behavior is 91.5%. While the remaining 8.5% is influenced by other variables outside of this study.*

***Keywords: Talent Management, Communication, Competence, Work Culture and Organization Citizenship Behavior***