

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Organizational Culture* Dan *Personality* Pada *Organizational Citizenship Behaviour (OCB)* Dengan *Organization Commitment* Sebagai Variabel Intervening (Studi Pada Sekretariat Bpd (Badan Permusyawaratan Dusun) Dusun Sarimulya Kec. Jujuhan Ilir Kab. Bungo. Metode analisis data menggunakan kuesioner, dengan sampel 30 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur.

Berdasarkan hasil penelitian menunjukkan bahwa *Organizational Culture* Dan *Personality* berpengaruh positif dan signifikan Terhadap *Organization Commitment* dan *Organizational Culture* Dan *Personality* Terhadap *Organizational Citizenship Behavior* Dengan Komitmen Organisasi Sebagai Variabel Intervening. Kontribusi variabel *Organizational Culture* Dan *Personality* Terhadap *Organizational Citizenship Behavior* Dengan *Organization Commitment* Sebagai Variabel Intervening berpengaruh sebesar 69,3% sedangkan sisanya sebesar 30,7% dipengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan *Organizational Citizenship Behavior* dengan meningkatkan *Organizational Culture* Dan *Personality* Dan *Organization Commitment* pada Sekretariat Bpd (Badan Permusyawaratan Dusun) Dusun Sarimulya Kec. Jujuhan Ilir Kab. Bungo melalui masing-masing indikator.

Kata Kunci: *Organizational Culture, Personality, Organization Commitment Dan Organizational Citizenship Behavior*

ABSTRACT

The purpose of this study was to determine how much influence Organizational Culture and Personality have on Organizational Citizenship Behavior (Ocb) with Organizational Commitment as an Intervening Variable (Study at the Secretariat of Bpd (Dusun Consultative Body) Dusun Sarimulya Kec. Jujuhan Ilir Kab. Bungo. Methods of data analysis. using a questionnaire, with a sample of 30 respondents. The data analysis method used is multiple linear regression analysis and path analysis.

Based on the results of the study indicate that Organizational Culture and Personality have a positive and significant effect on Organizational Commitment and Organizational Culture and Personality on Organizational Citizenship Behavior with Organizational Commitment as an Intervening Variable. The contribution of Organizational Culture and Personality variables to Organizational Citizenship Behavior with Organizational Commitment as an Intervening Variable has an effect of 69.3% while the remaining 30.7% is influenced by other variables outside this study.

Based on the results of this study, it is expected that the Company's Management can improve Organizational Citizenship Behavior by increasing Organizational Culture and Personality and Organizational Commitment at the Bpd Secretariat (Dusun Consultative Body) Dusun Sarimulya Kec. Jujuhan Ilir Kab. Bungo through each indicator.

Keywords: Organizational Culture, Personality, Organizational Commitment and Organizational Citizenship Behavior