

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimanakah Pengaruh Budaya Organisasi, Kompensasi, Dan Kompetensi Terhadap *Organizational Citizenship Behaviour* (OCB) Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Tim Penyusun Laporan Keuangan Pemerintah Kabupaten Dharmasraya. Metode pengumpulan data melalui survey dan menyebarkan kuesioner dengan sampel 80 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan SPSS.

Pada hasil penelitian ini menunjukkan bahwa secara parsial budaya organisasi dan kompetensi tidak berpengaruh terhadap komitmen organisasi. Secara parsial kompensasi berpengaruh signifikan terhadap komitmen organisasi. Secara bersama-sama budaya organisasi, kompensasi dan kompetensi berpengaruh signifikan terhadap komitmen organisasi. Secara parsial budaya organisasi, kompensasi dan komitmen organisasi berpengaruh signifikan terhadap *organizational citizenship behaviour*. Secara parsial kompetensi tidak berpengaruh terhadap *organizational citizenship behaviour*. Secara bersama-sama budaya organisasi, kompensasi, kompetensi dan komitmen organisasi berpengaruh signifikan terhadap *organizational citizenship behaviour*. Komitmen organisasi tidak memediasi pengaruh budaya organisasi dan kompensasi terhadap *organizational citizenship behaviour*. Komitmen organisasi memediasi pengaruh kompetensi terhadap *organizational citizenship behaviour*.

Kata Kunci : **Budaya Organisasi, Kompensasi, Kompetensi, Komitmen Organisasi, *Organizational Citizenship Behaviour***

ABSTRACT

This research is meant to determine how the influence of organizational culture, compensation, and competence on Organizational Citizenship Behaviour with organizational commitment as a intervening variable at team financial report government preparation Dharmasraya regency. The research's method of collecting data was surveys and questionnaires, with a sample of 80 respondents. The analytical method was path analysis, using SPSS.

The result of this research shows that partially organizational culture and competence has no effect on organizational commitment. Partially compensation has a significant effect on organizational commitment. Jointly organizational culture, compensation and competence have a significant effect on organizational commitment. Partially organizational culture, compensation and organizational commitment has a significant effect on Organizational Citizenship Behaviour. Partially competence has no effect on Organizational Citizenship Behaviour. Jointly organizational culture, compensation, competence and organizational commitment have a significant effect on Organizational Citizenship Behaviour. organizational commitment has no mediate the affect organizational culture and compensation on Organizational Citizenship Behaviour. Organizational commitment mediate the affect competence on Organizational Citizenship Behaviour.

Keywords: Organizational Culture, Compensation, Competence, Organizational Commitment, Organizational Citizenship Behaviour