

ABSTRAK

Raifirai Samugara, No.BP 16101155310636, Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh Lingkungan Kerja Dan Komitmen Organisasional Terhadap *organizational Citizenship Behavior* (Ocb) Dengan Budaya Organisasi Sebagai Variabel Intervening Pada Guru Smp Negeri 5 Padang, dibawah bimbingan Ibuk Fitri Yeni SE,MM,dan IbukVivi Nila Sari SE, MM

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh Pengaruh Lingkungan Kerja dan Komitmen Organisasional terhadap *organizational Citizenship Behavior* (Ocb) dengan Budaya Organisasi. Metode pengumpulan data melalui survey dan mengedarkan kuisioner, dengan sampel 42 responden yang di dapat dengan rumus *slovin* pada populasi guru yang bekerja pada Smp Negeri 5 Padang 42 orang. Teknik pengambilan sampel yaitu menggunakan *non probability* sampling dengan *purposive* sampling. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Berdasarkan tabel 4.20 menunjukkan bahwa variabel Lingkungan Kerja (X1) dengan nilai signifikan $0,016 = 0,05$ dan nilai t_{hitung} lebih besar dari t_{tabel} $0,821 < 1,681$, maka dapat disimpulkan H_0 diterima dan H_a diterima, berarti variabel Lingkungan Kerja berpengaruh signifikan terhadap *Organizational Citizenship Behavior*.

Berdasarkan tabel 4.20 menunjukkan bahwa variabel Komitmen Organisasional (X2) dengan nilai signifikan $0,000 < 0,05$ dan nilai t_{hitung} lebih besar dari t_{tabel} $8,459 > 1,681$, maka dapat disimpulkan H_0 diterima dan H_a ditolak, berarti variabel Komitmen Organisasional berpengaruh signifikan terhadap *Organizational Citizenship Behavior*.

analisis nilai pengaruh tidak langsung (*indirect effect*) Pengaruh Komitmen Organisasional terhadap Budaya Organisasi melalui *Organizational Citizenship Behavior*. Jika variabel Komitmen Organisasional secara langsung mempengaruhi Budaya Organisasi maka nilai koefisien estimasi yang di peroleh adalah sebanyak 0,673, sedangkan jika melalui pengaruh tidak langsung atau pengaruh Komitmen Organisasional terhadap Budaya Organisasi melalui *Organizational Citizenship Behavior* maka tambahan nilai koefisien estimasi diperoleh sebesar 0,982. Dengan demikian total effect dari hipotesis ini adalah sebesar 1,416 yaitu pengaruh langsung di tambah pengaruh tidak langsung melalui variabel intervening atau $0,452 + 0,964 = 1,416$.

Maka dapat di simpulkan bahwa nilai pengaruh langsung lebih kecil dari nilai pengaruh tidak langsung atau $0,452 < 0,964$. Artinya hubungan langsung lebih kecil nilainya dari hubungan pengaruh tidak langsung, yang berarti *Organizational Citizenship Behavior* memediasi hubungan antara Komitmen Organisasional terhadap Budaya Organisasi.

Kata kunci : Lingkungan Kerja, Komitmen Organisasional, Budaya Organisasi

ABSTRACT

Raifirai Samugara, No.BP 16101155310636, Management of the Faculty of Economics and Business (2021), The Influence of Work Environment and Organizational Commitment on Organizational Citizenship Behavior (Ocb) with Organizational Culture as an Intervening Variable for Teachers of State Junior High School 5 Padang, under the guidance of Mrs Fitri Yeni SE, MM, and Mrs Vivi Nila Sari SE, MM

This study aims to examine how much influence the Work Environment and Organizational Commitment has on Organizational Citizenship Behavior (Ocb) with Organizational Culture. Methods of data collection through surveys and distributing questionnaires, with a sample of 42 respondents who obtained the slovin formula on a population of 42 teachers working at SMP Negeri 5 Padang. The sampling technique used was non-probability sampling with purposive sampling. The analysis method used is correlation analysis, multiple linear regression and path analysis using SPSS 21.

The research results obtained are based on Table 4.20 shows that the Work Environment variable (X1) with a significant value of $0.016 < 0.05$ and a t-count value greater than t-table $0.821 < 1.681$, it can be concluded that H_0 is accepted and H_a is accepted, meaning that Work Environment variables have a significant effect on Organizational Citizenship Behavior.

Based on table 4.20 shows that the variable Organizational Commitment (X2) with a significant value of $0.000 < 0.05$ and the t-count value is greater than t-table $8.459 > 1.681$, it can be concluded that H_0 is accepted and H_a is rejected, meaning that the Organizational Commitment variable has a significant effect on Organizational Citizenship Behavior.

analysis of the value of the indirect effect (indirect effect) The influence of Organizational Commitment on Organizational Culture through Organizational Citizenship Behavior. If the Organizational Commitment variable directly affects Organizational Culture, the estimated coefficient value obtained is 0.673, whereas if it is through indirect influence or the influence of Organizational Commitment on Organizational Culture through Organizational Citizenship Behavior, the estimated coefficient value is 0.982. Thus the total effect of this hypothesis is 1.416, namely the direct effect plus the indirect effect through the intervening variables or $0.452 + 0.964 = 1.416$.

So it can be concluded that the value of the direct effect is smaller than the value of the indirect effect or $0.452 < 0.964$. This means that the direct relationship is smaller in value than the indirect influence relationship, which means that Organizational Citizenship Behavior mediates the relationship between Organizational Commitment to Organizational Culture.

Keywords: Work Environment, Organizational Commitment, Organizational Culture