ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Iklim Organisasi, Komitmen Organisasi dan Kompetensi terhadap *Organizational Citizenship Behavior* Pada Puskesmas IV Koto Kinali Pasaman Barat. Metode pengumpulan data melalui survey dan pengumpulan kuisioner, dengan sampel 32 responden dari pegawai Puskesmas IV Koto Kinali Pasaman Barat. Metode analisis yang digunakan adalah regresi linear berganda menggunakan SPSS 16.0 Windows Evaluation Version.

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan antara Iklim Organisasi terhadap *Organizational Citizenship Behavior* pada Puskesmas IV Koto Kinali Pasaman Barat.Dengan tingkat signifikan (0,000<0,05). Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap *Organizational Citizenship Behavior* pada Puskesmas IV Koto Kinali Pasaman Barat.Dengan tingkat signifikan (0,025<0,05).Terdapat pengaruh positif dan signifikan antara Kompetensi terhadap *Organizational Citizenship Behavior* pada Puskesmas IV Koto Kinali Pasaman Barat.Dengan tingkat signifikan (0,004<0,05). 4. Terdapat pengaruh yang signifikan secara simultan antara Iklim Organisasi, Komitmen Organisasi, Kompetensi terhadap *Organizational Citizenship Behavior* pada Puskesmas IV Koto Kinali Pasaman Barat. Dengan tingkat signifikan (0,000<0,05).

Akhirnya penulis menyarankan pada pihak manajemen Puskesmas IV Koto Kinali Pasaman Barat.*Organizational Citizenship Behavior*akan meningkat apabila pihak Puskesmas IV Koto Kinali Pasaman Barat dapat meningkatkanIklim Organisasi melalui peningkatan Sturuktur, Tanggung jawab, Penghargaan, Dukungan, Komitmen.Komitmen Organisasi melalui peningkatan Komitmen Efektif (*effective commitment*), KomitmenBerkelanjutan (*continuence commitment*), KomitmenNormatif (*normative commitment*).Kompetensi melalui peningkatan Pemahaman (*Understanding*), Kemampuan (*Skill*), Pengetahuan (*Knowledge*), Minat (*Interst*), Sikap (*Attitude*).

Kata Kunci : Iklim Organisasi, Komitmen Organisasi, Kompetensi dan *Organizational Citizenship Behavior* (OCB).

ABSTRACK

This study aims to examine how much influence Organizational Climate, Organizational Commitment and Competence have on Organizational Citizenship Behavior at Puskesmas IV Koto Kinali, West Pasaman. Methods of collecting data through surveys and questionnaire collection, with a sample of 32 respondents from employees of Puskesmas IV Koto Kinali, West Pasaman. The analytical method used is multiple linear regression using SPSS 16.0 Windows Evaluation Version.

The results of this study indicate that there is a positive and significant influence between Organizational Climate on Organizational Citizenship Behavior at Puskesmas IV Koto Kinali, West Pasaman. With a significant level (0.000<0.05). There is a positive and significant influence between Organizational Commitment on Organizational Citizenship Behavior at the IV Koto Kinali Public Health Center, Pasaman Barat. With a significant level (0.025 <0.05). There is a positive and significant influence between Competence on Organizational Citizenship Behavior at Puskesmas IV Koto Kinali, West Pasaman. With a significant level (0.004 <0.05). 4. There is a simultaneous significant influence between Organizational Climate, Organizational Commitment, Competence on Organizational Citizenship Behavior at Puskesmas IV Koto Kinali, West Pasaman. With a significant level (0.000<0.05).

Finally, the author suggests to the management of Puskesmas IV Koto Kinali, West Pasaman. Organizational Citizenship Behavior will increase if the Puskesmas IV Koto Kinali West Pasaman can improve the Organizational Climate by increasing Structure, Responsibility, Reward, Support, Commitment. Organizational Commitment through increasing Effective Commitment, Continuance Commitment, Normative Commitment.Competence through increasing Understanding, Ability (Skill), Knowledge, Interest, Attitude.

Keywords: Organizational Climate, Organizational Commitment, Competence and Organizational Citizenship Behavior (OCB).