

ABSTRAK

Rico Putra Silalahi, 2023 : Pengaruh Komitmen Organisasi, Budaya Organisasi dan Kompetensi Terhadap *Organization Citizenship Behaviour* (OCB) Karyawan PT. Efra.
Tim Promotor : Dr.Dodi Dermawan. SE., M. Ec dan Drs. H. Muhammad Idris DM., MM., M.Si

Organizational citizenship behavior (OCB) adalah perilaku individu ekstra yang tidak secara langsung atau eksplisit dapat dikenali dalam suatu sistem kerja yang formal dan yang secara agregat mampu meningkatkan efektifitas fungsi organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi, budaya organisasi dan kompetensi terhadap *organization citizenship behavior* karyawan PT. Efra.. Metode pengambilan sampel menggunakan teknik sampling jenuh, yaitu semua anggota populasi digunakan sebagai sampel, sampel yang digunakan adalah 67 karyawan. Metode analisis data yang digunakan adalah analisis regresi linier berganda. Hasil analisis menunjukkan bahwa komitmen organisasi, budaya organisasi dan kompetensi secara simultan berpengaruh signifikan terhadap *organizational citizenship behavior*. Secara parsial komitmen organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior*, budaya organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior* dan kompetensi berpengaruh positif signifikan terhadap *organizational citizenship behavior*.

Kata Kunci : *Komitmen Organisasi, Budaya Organisasi dan Kompetensi terhadap Organization Citizenship Behaviour (OCB)*

ABSTRACT

Rico Putra Silalahi, 2023 : The Effect of Organizational Commitment, Organizational Culture and Competence on Employee Organizational Citizenship Behavior (OCB) PT. Efra.

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Organizational citizenship behavior (OCB) is extra individual behavior that is not directly or explicitly identifiable in a formal work system and which in aggregate is able to increase the effectiveness of organizational functions. This study aims to determine the effect of organizational commitment, organizational culture and competence on organizational citizenship behavior of employees of PT. Efra.. The sampling method uses saturated sampling technique, namely all members of the population are used as samples, the sample used is 67 employees. The data analysis method used is multiple linear regression analysis. The results of the analysis show that organizational commitment, organizational culture and competence simultaneously have a significant effect on organizational citizenship behavior. Partially, organizational commitment has a significant positive effect on organizational citizenship behavior, organizational culture has a significant positive effect on organizational citizenship behavior and competence has a significant positive effect on organizational citizenship behavior.

Keywords : *Organizational Commitment, Organizational Culture and Competence towards Organization Citizenship Behavior (OCB)*