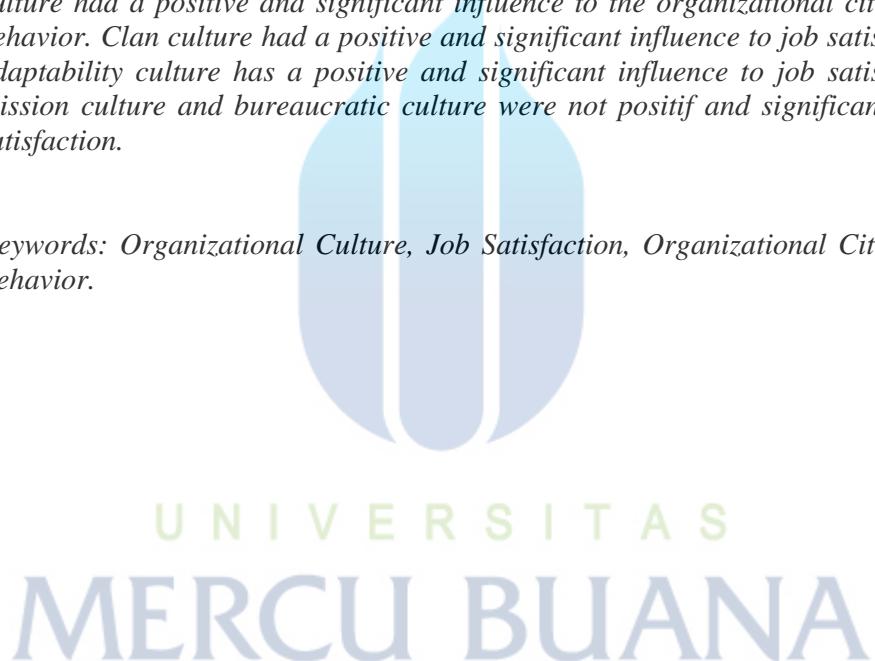


ABSTRACT

The main objectives of this research was aimed to find out the influence of organizational culture to the organizational citizenship behavior of the job satisfaction by intervening variabel for employees of Santa Ursula BSD. This study would use quantitative research methods. The population for this research are 171 employees of Santa Ursula BSD school. Out of this population, 150 respondents were taken as a sample. Data Collection using questionnaire instrument. Teknik analysis used was Structure Equation Modeling (SEM).

The result showed that the organizational culture had a positive and significant influence to job satisfaction, the job satisfaction had a positive and significant influence to the organizational citizenship behavior, organizational culture had a positive and significant influence to the organizational citizenship behavior. Clan culture had a positive and significant influence to job satisfaction, adaptability culture has a positive and significant influence to job satisfaction, mission culture and bureaucratic culture were not positif and significant to job satisfaction.

Keywords: *Organizational Culture, Job Satisfaction, Organizational Citizenship Behavior.*



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi terhadap *organizational citizenship behavior* dengan kepuasan kerja sebagai variabel intervening terhadap pegawai di sekolah Santa Ursula BSD. Penelitian ini merupakan kategori riset yang menggunakan metode penelitian kuantitatif. Populasi dalam penelitian ini berjumlah 171 pegawai di sekolah Santa Ursula BSD dengan 150 responden sebagai sampel. Pengumpulan data menggunakan instrumen kuesioner. Teknik analisis data menggunakan Structural Equation Modelling (SEM).

Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, budaya organisasi berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Tipe budaya *clan* berpengaruh positif dan signifikan terhadap kepuasan kerja, tipe budaya *adaptability* berpengaruh positif dan signifikan terhadap kepuasan kerja, tipe budaya *mission* dan *bureaucratic* tidak berpengaruh positif dan signifikan terhadap kepuasan kerja.

Kata kunci: budaya organisasi, kepuasan kerja, *organizational citizenship behavior*

