

The Effect of Organizational Commitment and Job Satisfaction to Organizational

Citizenship Behavior On Employees of PT. Indomarco Prismatama

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ABSTRACT

This study aimed to analyze the effect of organizational commitment and job satisfaction to the organizational citizenship behavior. The sample was collected directly from respondents by giving questionnaires, applying cluster sampling method. This model was tested using sample of 127 employees from 6 departments in PT. Indomarco Prismatama Kemayoran. The result of this study showed that both organizational commitment and job satisfaction positively affected organizational citizenship behavior. Organizational commitment variable had positive and significant effect committed to the organizational citizenship behavior with R^2 value of 0,271. And job satisfaction variable had positive and significant effect to the organizational citizenship behavior but only 0,092. From this study were obtained R^2 value of 0,276, meaning that 27,6% of OCB variable could be explained by independent variable. The remaining 72,4% is explained by other variables outside the equation.

Keyword: organizational commitment, job satisfaction, organizational citizenship

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**PENGARUH KOMITMEN ORGANISASI DAN KEPUASAN KERJA
TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA
KARYAWAN PT.INDOMARCO PRISMATAMA**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasi dan kepuasan kerja terhadap *organizational citizenship behavior*. Sampel dikumpulkan langsung dari responden dengan memberikan kuesioner dan menggunakan metode *cluster sampling*. Model ini diuji menggunakan sampel sebanyak 127 karyawan dari 6 departemen di PT. Indomarco Prismatama Kemayoran. Hasil penelitian ini menunjukkan bahwa komitmen organisasi dan kepuasan kerja berpengaruh positif terhadap *organizational citizenship behavior*. Variabel komitmen organisasi memiliki pengaruh positif dan signifikan terhadap *organizational citizenship behavior* dengan nilai R^2 sebesar 0,271. Sedangkan variabel kepuasan kerja memiliki pengaruh signifikan terhadap *organizational citizenship behavior* namun hanya sebesar 0,092. Dari penelitian ini diperoleh nilai R^2 sebesar 0,276, yang berarti bahwa variabel independen mempengaruhi *organizational citizenship behavior* sebesar 27,6% dan sisanya sebesar 72,4% dipengaruhi oleh faktor-faktor lain di luar penelitian ini.

Kata Kunci: komitmen organisasi, kepuasan kerja, *organizational citizenship behavior*

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