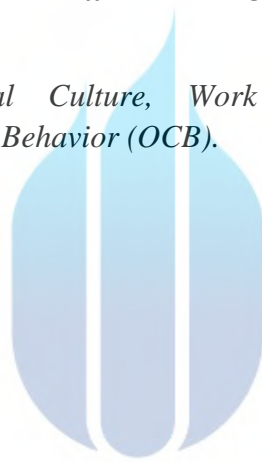


## **ABSTRACT**

*This study was to determine the effect of Organizational Culture, Work Discipline, and Job Satisfaction on Organizational Citizenship Behavior (OCB). The population in this study were 72 employees. The number of samples in this study were 72 employees. The method of collecting data uses a survey method, with the research instrument being a questionnaire. Data analysis method uses Partial Least Square (smart-PLS). The results of this study indicate that the t-test of organizational culture has a positive and significant effect on Organizational Citizenship Behavior (OCB), a negatively and insignificantly influential work discipline towards Organizational Citizenship Behavior (OCB), job satisfaction has a positive and significant effect on Organizational Citizenship Behavior (OCB).*

*Keywords: Organizational Culture, Work Discipline, Job Satisfaction, Organizational Citizenship Behavior (OCB).*

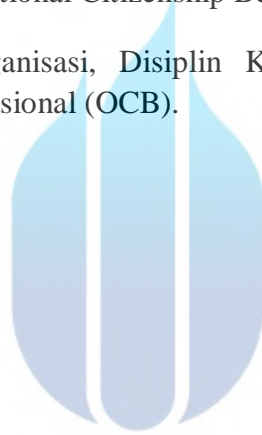


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## ABSTRAK

Penelitian ini untuk mengetahui pengaruh Budaya Organisasi, Disiplin Kerja, dan Kepuasan Kerja terhadap Perilaku Kewarganegaraan Organisasional (OCB). Populasi dalam penelitian ini adalah 72 karyawan. Jumlah sampel dalam penelitian ini adalah 72 karyawan. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian berupa kuesioner. Metode analisis data menggunakan *Partial Least Square (smart-PLS)*. Hasil penelitian ini menunjukkan bahwa uji-t budaya organisasi memiliki pengaruh positif dan signifikan terhadap Organizational Citizenship Behavior (OCB), disiplin kerja berpengaruh negatif dan tidak signifikan terhadap Organizational Citizenship Behavior (OCB), kepuasan kerja memiliki pengaruh positif dan signifikan berpengaruh pada Organizational Citizenship Behavior (OCB).

Kata kunci: Budaya Organisasi, Disiplin Kerja, Kepuasan Kerja, Perilaku Kewarganegaraan Organisasional (OCB).



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