

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh cultural organization, lingkungan kerja dan komitmen organisasi terhadap *organizational citizenship behavior* dan kinerja karyawan PT. Multi Kencana Niagatama. Penelitian ini dilakukan terhadap 60 responden dengan menggunakan pendekatan deskriptif kuantitatif. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Cultural Organization* berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior*. Lingkungan Kerja berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior*. Komitmen Organisasi berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior*. *Cultural Organization* berpengaruh positif signifikan terhadap Kinerja. Lingkungan Kerja berpengaruh positif signifikan terhadap Kinerja. Komitmen Organisasi berpengaruh positif signifikan terhadap Kinerja. *Organizational Citizenship Behavior* berpengaruh positif signifikan terhadap Kinerja.

Kata Kunci : *Cultural Organization*, Lingkungan Kerja, Komitmen Organisasi, *Organizational Citizenship Behavior*, Kinerja.

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ABSTRACT

This study aims to examine and analyze the influence of cultural organization, work environment and organizational commitment to organizational citizenship behavior and employee performance of PT. Multi Kencana Niagatama. This research was conducted on 60 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools. The results showed that the Cultural Organization had a significant positive effect on Organizational Citizenship Behavior. Work Environment has a significant positive effect on Organizational Citizenship Behavior. Organizational Commitment has a significant positive effect on Organizational Citizenship Behavior. Cultural Organization has a significant positive effect on. The performance. Work Environment has a significant positive effect on performance. Organizational Commitment has a significant positive effect on performance. Organizational Citizenship Behavior has a significant positive effect on performance.

Keywords : *Cultural Organization, Work Environment, Organizational Commitment, Organizational Citizenship Behavior, Performance.*

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