

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Political Organization*, *Organizational Climate*, dan *Organizational Culture* terhadap *Organizational Citizenship Behaviour* (OCB) dengan *Job Satisfaction* sebagai variabel intervening pada PT. Esham Dima Mandiri. Objek penelitian ini adalah karyawan PT. Esham Dima Mandiri sebanyak 45 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Political Organization* tidak berpengaruh signifikan terhadap *Job Satisfaction* pada karyawan PT. Esham Dima Mandiri. *Organizational Climate* berpengaruh positif signifikan terhadap *Job Satisfaction* pada karyawan PT. Esham Dima Mandiri. *Organizational Culture* berpengaruh positif signifikan terhadap *Job Satisfaction* pada karyawan PT. Esham Dima Mandiri. *Political Organization* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Esham Dima Mandiri. *Organizational Climate* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Esham Dima Mandiri. *Organizational Culture* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Esham Dima Mandiri. *Job Satisfaction* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Esham Dima Mandiri.

Kata kunci : *Political Organization*, *Organizational Climate*, *Organizational Culture*, *Organizational Citizenship Behaviour*, *Job Satisfaction*.



## **ABSTRACT**

*This study aims to examine and analyze the influence of Political Organization, Organizational Climate, and Organizational Culture on Organizational Citizenship Behavior (OCB) with Job Satisfaction as an intervening variable at PT. Esham Dima Mandiri. The object of this research is the employees of PT. Esham Dima Mandiri as many as 45 respondents. The approach used in this research is the Component or Variance Based Structural Equation Model with Smart-PLS analysis tools. The results showed that the Political Organization had no significant effect on Job Satisfaction on the employees of PT. Esham Dima Mandiri. Organizational Climate has a significant positive effect on Job Satisfaction on PT. Esham Dima Mandiri. Organizational Culture has a significant positive effect on Job Satisfaction on PT. Esham Dima Mandiri. Political Organization has a significant positive effect on Organizational Citizenship Behavior (OCB) on employees of PT. Esham Dima Mandiri. Organizational Climate has a significant positive effect on Organizational Citizenship Behavior (OCB) for employees of PT. Esham Dima Mandiri. Organizational Culture significantly positive effect on Organizational Citizenship Behavior (OCB) on employees of PT. Esham Dima Mandiri. Job Satisfaction has a significant positive effect on Organizational Citizenship Behavior (OCB) for employees of PT. Esham Dima Mandiri.*

*Keywords : Political Organization, Organizational Climate, Organizational Culture, Organizational Citizenship Behavior. Job Satisfaction.*

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