

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *political organization*, *organizational climate* dan *organizational culture* terhadap *organizational citizenship behavior (OCB)* dan *job satisfaction* sebagai variabel intervening pada PT. Sahabat Indonesia. Objek penelitian ini adalah karyawan PT. Sahabat Indonesia sebanyak 73 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Political organizational* berpengaruh positif signifikan terhadap *job satisfaction* pada karyawan PT Sahabat Indonesia. *Political organizational* berpengaruh positif signifikan terhadap *job satisfaction* pada karyawan PT Sahabat Indonesia. *Organizational climate* berpengaruh positif signifikan terhadap *job satisfaction* pada karyawan PT Sahabat Indonesia. *Organizational culture* berpengaruh positif signifikan terhadap *job satisfaction* pada karyawan PT Sahabat Indonesia. *Political organizational* tidak berpengaruh terhadap *organizational citizenship behavior (OCB)* pada karyawan PT Sahabat Indonesia. *Organizational climate* berpengaruh positif signifikan terhadap *organizational citizenship behavior (OCB)* pada karyawan PT Sahabat Indonesia. *Organizational culture* berpengaruh positif signifikan terhadap *organizational citizenship behavior (OCB)* pada karyawan PT Sahabat Indonesia. *Job satisfaction* berpengaruh positif signifikan terhadap *organizational citizenship behavior (OCB)* pada karyawan PT Sahabat Indonesia.

**Kata kunci :** *Political Organizational, Organizational Climate, Organizational Culture, Job Satisfaction, Organizational Citizenship Behavior (OCB).*

## **ABSTRACT**

*This research aims to examine and analyze the political organization, organizational climate and organizational culture with organizational citizenship behavior (OCB) and job satisfaction as an intervening variable for employees of PT. Sahabat Indonesia. The object of this research is 73 employees of PT. Sahabat Indonesia. The approach used in this research is Component or Variance Based Structural Equation Model with analysis tool Smart-PLS. The results showed Political organizationa that has positive significant effect on job satisfaction. Organizational climate that has positive significant effect on job satisfaction pada karyawan PT Sahabat Indonesia. Organizational culture that has positive significant effect on job satisfaction. Political organization does not affect organizational citizenship behavior (OCB). Organizational climate that has positive significant effect on organizational citizenship behavior (OCB). Organizationa culture that has positive significant effect on organizational citizenship behavior (OCB). Job satisfaction that has positive significant effect on organizational citizenship behavior (OCB).*

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