

ABSTRACT

This research aims to examine and analyze the effect of job satisfaction and organizational commitment to the organization citizenship behavior of teachers in SMAN 13 Tangerang. The study design used is descriptive and explanatory research type of survey methods. Data were collected using questionnaires given to 50 respondents, the sampling technique used is the census. The method of analysis used is multiple linear regression. The results showed that the variable of job satisfaction and organizational commitment partially variable positive and significant impact on the organization citizenship behavior. Simultaneously, the two independent variables job satisfaction and organizational commitment positively and significantly to the organization citizenship behavior of teachers in SMAN 13 Tangerang.

Keywords: job satisfaction, organizational commitment, organizational citizenship behavior



ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh kepuasan kerja dan komitmen organisasi terhadap *organization citizenship behavior* guru di SMA Negeri 13 Tangerang. Desain penelitian yang digunakan bersifat deskriptif berjenis riset eksplanatori dengan metode survey. Data diambil menggunakan kuesioner yang diberikan kepada 50 orang responden, dengan teknik pengambilan sampel yang digunakan adalah sensus. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa variable kepuasan kerja maupun variable komitmen organisasi secara parsial berpengaruh positif dan signifikan terhadap *organization citizenship behavior*. Secara simultan, ke dua variable bebas kepuasan kerja dan komitmen organisasi berpengaruh positif dan signifikan terhadap *organization citizenship behavior* guru di SMA Negeri 13 Tangerang.

Kata kunci : kepuasan kerja, komitmen organisasi dan *organization citizenship behavior*.

