

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Political Organization*, *Organizational Climate*, dan *Organizational Culture* terhadap *Organizational Citizenship Behaviour* (OCB) dan *Job Satisfaction* sebagai Variabel Intervening pada PT. Allianz Life Indonesia. Objek penelitian ini adalah karyawan PT. Allianz Life Indonesia sebanyak 100 responden. Pendekatan yang digunakan dalam penelitian ini adalah komponen 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. Allianz Life Indonesia. *Political Organizational* berpengaruh positif signifikan terhadap *Job Satisfaction* pada karyawan PT. Allianz Life Indonesia. *Organizational Climate* berpengaruh positif signifikan terhadap *Job Satisfaction* pada karyawan PT. Allianz Life Indonesia. *Organizational Culture* berpengaruh positif signifikan terhadap *Job Satisfaction* pada karyawan PT. Allianz Life Indonesia. *Political Organizational* tidak berpengaruh terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Allianz Life Indonesia. *Organizational Climate* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Allianz Life Indonesia. *Organizational Culture* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Allianz Life Indonesia. *Job Satisfaction* berpengaruh positif signifikan terhadap *Organizational Citizenship Behaviour* (OCB) pada karyawan PT. Allianz Life Indonesia.

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



ABSTRACT

This study 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. Allianz Life Indonesia. The object of this research is 100 employees of PT. Allianz Life Indonesia. The approach used in this research is Component or Variance Based Structural Equation Model with analysis tool Smart-PLS. The results showed Political organization that has positive significant effect on job satisfaction. Organizational climate that has positive significant effect on job satisfaction pada karyawan PT. Allianz Life 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). Organizational culture that has positive significant effect on organizational citizenship behavior (OCB). Job satisfaction that has positive significant effect on organizational citizenship behavior (OCB).

Keywords : Political Organizational, Organizational Climate, Organizational Culture, Job Satisfaction, Organizational Citizenship Behavior (OCB)

