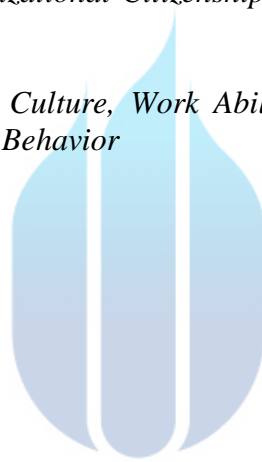


## **ABSTRACT**

*This study aims to determine the effect of Organizational Culture, Work Ability, and Organizational Commitment to Organizational Citizenship Behavior (OCB) PT. Dewata Freight International Tbk. The object of this research is employees who work at PT. Dewata Freight International Tbk. The population in this study were 95 respondents. The sample used in this study used a saturated sampling method where the entire population became the research sample. Methods of data collection using a questionnaire instrument. Data analysis method using Partial Least Square. Based on the results of this study indicate that Organizational Culture has a positive and significant effect on Organizational Citizenship Behavior at PT. Dewata Freight International Tbk, Work Ability has a positive and significant effect on Organizational Citizenship Behavior at PT. Dewata Freight International Tbk, and Organizational Commitment have a positive and significant effect on Organizational Citizenship Behavior at PT. Dewata Freight International Tbk*

**Keywords:** *Organizational Culture, Work Ability, Organizational Commitment, Organizational Citizenship Behavior*



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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Budaya Organisasi, Kemampuan Kerja, Dan Komitmen Organisasi Terhadap *Organizational Citizenhsip Behavior* (OCB) PT. Dewata Freight International Tbk. Objek penelitian ini adalah karyawan yang bekerja pada PT. Dewata Freight International Tbk. Populasi dalam penelitian ini adalah sebanyak 95 responden. Sampel yang dipergunakan dalam penelitian ini menggunakan metode sampling jenuh dimana seluruh populasi menjadi sampel penelitian. Metode pengumpulan data menggunakan instrumen kuesioner. Metode analisis data menggunakan *Partial Least Square*. Berdasarkan hasil penelitian ini menunjukkan bahwa Budaya Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* pada PT. Dewata Freight International Tbk, Kemampuan Kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* pada PT. Dewata Freight International Tbk, dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* pada PT. Dewata Freight International Tbk

Kata Kunci: Budaya Organisasi, Kemampuan Kerja, Komitmen Organisasi, *Organizational Citizenhsip Behavior*

