

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh disiplin kerja, motivasi, dan budaya organisasi terhadap *organizational citizenship behavior* (OCB) pegawai di SMA Kabupaten Bogor. Kami menggunakan data primer dari wawancara sekolah dan kuesioner pada skala Likert 1-5. Data sekunder dikumpulkan dari jurnal, buku, dan publikasi lainnya. Responden adalah semua pegawai atau Guru Sekolah Menengah Atas Negeri 2 Gunung Puteri Kabupaten Bogor. Metode pengambilan sampel yang digunakan adalah probability sampling dengan menggunakan seluruh populasi Guru dan pegawai sebanyak 60 responden. Analisis data menggunakan aplikasi SmartPLS 3. Hasil penelitian kuantitatif ini menunjukkan bahwa hipotesis diterima artinya disiplin kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* (OCB), motivasi berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* (OCB), dan budaya organisasi berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* (OCB). Secara parsial adanya pengaruh positif dan signifikan antara disiplin kerja, motivasi, dan budaya organisasi terhadap *organizational citizenship behavior* (OCB) pegawai di SMA Kabupaten Bogor.

**Kata kunci** : Disiplin Kerja, Motivasi, Budaya Organisasi, *Organizational Citizenship Behavior* (OCB)

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## **ABSTRACT**

*This study aims to determine and analyze the influence of work discipline, motivation, and organizational culture on OCB of employees in Bogor Regency High School. We used primary data from school interviews and questionnaires on a 1-5 Likert scale. Secondary data were collected from journals, books, and other publications. Respondents were all employees or teachers of State Senior High School 2 Gunung Puteri Bogor Regency Indonesia. The sampling method is probability sampling using the entire population of 60 teachers and staff. Data analysis with the SmartPLS3 application. The results of this quantitative study indicate that the hypothesis is accepted, meaning that work discipline has a positive and significant effect on organizational citizenship behavior (OCB), motivation has a positive and significant effect on organizational citizenship behavior (OCB), and organizational culture has a positive and significant effect on organizational citizenship behavior (OCB). In some cases, work discipline, motivation and organizational culture have a positive and significant effect on organizational citizenship behavior (OCB) of Bogor Regency high school employees.*

**KEYWORDS:** *Discipline, Motivation, Organizational Culture, Organizational Citizenship Behavior (OCB)*



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