

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Peran Budaya Organisasi, Lingkungan Kerja dan Komitmen Organisasi Terhadap *Organizational Citizenship Behavior* Studi Pada Karyawan di PT PLN (Persero) UIT JBB UPT Durikosambi. Desain Penelitian menggunakan sampel klausal dengan jumlah 150 karyawan, analisis dilakukan secara kuantitatif dengan metode pengumpulan kuesioner. *Structural Equation Model* (SEM) digunakan sebagai metode analisis dan Smart – PLS digunakan sebagai alat analisis. Penelitian ini membuktikan bahwa budaya organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior*, lingkungan kerja berpengaruh positif signifikan terhadap *organizational citizenship behavior*, komitmen organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior*.

Kata Kunci : Budaya Organisasi, Lingkungan Kerja, Komitmen Organisasi, *Organizational Citizenship Behavior*



ABSTRACT

This study aims to analyze the Role of Organizational Culture, Work Environment and Organizational Commitment to Organizational Citizenship Behavior Studies on Employees at PT PLN (Persero) UIT JBB UPT Durikosambi. Research design using a sample of clauses with a total of 150 employees, the analysis was carried out quantitatively by collecting questionnaires. Structural Equation Model (SEM) is used as an analysis method and Smart – PLS is used as an analysis tool. This study proves that organizational culture has a significant positive effect on organizational citizenship behavior, work environment has a significant positive effect on organizational citizenship behavior, organizational commitment has a significant positive effect on organizational citizenship behavior.

Keywords : Organizational Culture, Work Environment, Organizational Commitment, Organizational Citizenship Behavior

