

ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh Lingkungan Kerja dan Motivasi Kerja terhadap *Organizational Citizenship Behavior* di PT. Bank Sumut Cabang stabat dengan menggunakan metode penelitian kuantitatif asosiatif serta sampel dengan menggunakan metode insidental sampling dengan teknik sampel jenuh.

Hasil dari penelitian ini dapat dilihat bahwa pada uji Normalitas didapatkan nilai signifikansi $0,200 > 0,005$ maka seluruh variabel yang diteliti merupakan normal dan bahwasanya sebaran kedua data tersebut memiliki distribusi normal dan syarat uji normalitas untuk penelitian ini terpenuhi. Variabel Lingkungan Kerja dan Motivasi Kerja memiliki hubungan linear terhadap variabel *Organizational Citizenship Behaviour*, hal ini terlihat Lingkungan Kerja nilai signifikansi *deviation from linearity* sebesar $0.975 > 0.05$ dan Motivasi Kerja nilai signifikansi *deviation from linearity* sebesar $0.802 > 0.05$. Pada uji t (parsial) bahwa secara parsial tidak ada pengaruh Lingkungan Kerja terhadap *Organizational Citizenship Behavior* (Y) di PT. Bank Sumut Cabang Stabat, karena diperoleh $1,199 < 3,291$, atau t hitung $< t$ tabel dan bahwa ada secara signifikan pengaruh Motivasi Kerja (X_2) terhadap *Organizational Citizenship Behavior* (Y) di PT. Bank Sumut Cabang Stabat dimana diperoleh $3,630 > 3,291$, atau t hitung $> t$ tabel, serta nilai signifikansi pada variabel Lingkungan Kerja angka signifikan yaitu $0,001 < 0,05$. Pada uji F (simultan) ada pengaruh bersama-sama antara Lingkungan Kerja dan Motivasi Kerja terhadap *Organizational Citizenship Behavior* pada PT. Bank Sumut Cabang Stabat dimana nilai F hitung diperoleh $20,195 > 3,291$, atau F hitung $> F$ tabel serta nilai signifikansi pada uji simultan $0,001 < \alpha 0,05$.

Kata kunci : Lingkungan Kerja, Motivasi Kerja, *Organizational Citizenship Behavior*.

ABSTRACT

The aim of this research is to determine the influence of the work environment and work motivation on Organizational Citizenship Behavior at PT. Bank Sumut Branch Stabat, using an associative quantitative research method and sampling through incidental sampling with a saturated sample technique.

The results of this study show that in the Normality test, a significance value of $0.200 > 0.005$ was obtained, indicating that all the variables studied are normal. It is observed that the distribution of both data sets has a normal distribution, and the normality test conditions for this research are fulfilled. The variables of Work Environment and Work Motivation have a linear relationship with the Organizational Citizenship Behavior variable. This is evident in the Work Environment with a significance value of deviation from linearity of $0.975 > 0.05$ and Work Motivation with a significance value of deviation from linearity of $0.802 > 0.05$.

In the t-test (partial), it is found that there is no partial influence of the Work Environment on Organizational Citizenship Behavior (Y) at PT. Bank Sumut Branch Stabat, as the obtained value of $1.199 < 3.291$, or $t_{\text{calculated}} < t_{\text{table}}$. However, there is a significant influence of Work Motivation (X_2) on Organizational Citizenship Behavior (Y) at PT. Bank Sumut Branch Stabat, where the obtained value is $3.630 > 3.291$, or $t_{\text{calculated}} > t_{\text{table}}$. Additionally, the significance value for the Work Environment variable is significant at $0.001 < 0.05$. In the simultaneous F-test, there is a joint influence between the Work Environment and Work Motivation on Organizational Citizenship Behavior at PT. Bank Sumut Branch Stabat, with an F value of $20.195 > 3.291$, or $F_{\text{calculated}} > F_{\text{table}}$. The significance value for the simultaneous test is $0.001 < \alpha 0.05$.

Keywords: Work Environment, Work Motivation, Organizational Citizenship Behavior.