

ABSTRAK

Okky Finastuti, NPM 71200312069 Pengaruh Komitmen Organisasi Dan Budaya Organisasi Terhadap *Organizational Citizenship Behavior* Tenaga Pendidik Di Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara. Pembimbing Dr. Supriadi, S.E., M.M., M.Si; Nur Augustus Fahmi S.E., M.Cs.

Rumusan masalah pada penelitian ini Bagaimana pengaruh komitmen organisasi terhadap *Organizational Citizenship Behavior (OCB)*, bagaimana budaya organisasi terhadap *Organizational Citizenship Behavior (OCB)* dan bagaimana Pengaruh pengaruh budaya organisasi dan komitmen organisasi terhadap *Organizational Citizenship Behavior (OCB)* tenaga pendidik Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara.

Sampel dalam penelitian ini sebanyak 48 Dosen Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara. Teknik pengumpulan data menggunakan kuesioner. Analisis data menggunakan analisis statistik deskriptif dan analisis regresi berganda.

Hasil analisis deskriptif diperoleh bahwa komitmen organisasi secara parsial berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, budaya organisasi secara parsial berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. komitmen organisasi dan budaya organisasi secara simultan berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*.

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

ABSTRACT

Okky Finastuti, NPM 71200312069 The Influence of Organizational Commitment and Organizational Culture on Organizational Citizenship Behavior of Educators at the Faculty of Economics and Business, Islamic University of North Sumatra. Supervisor Dr. Supriadi, S.E., M.M., M.Si; Nur Augustus Fahmi S.E., M.Cs.

Formulation of the problem in this research How is the influence of organizational commitment on Organizational Citizenship Behavior (OCB), how is organizational culture on Organizational Citizenship Behavior (OCB) and how is the influence of organizational culture and organizational commitment on Organizational Citizenship Behavior (OCB) teaching staff at the Faculty of Economics and Business, University North Sumatra Islam.

The sample in this research was 48 lecturers at the Faculty of Economics and Business, Islamic University of North Sumatra. The data collection technique uses a questionnaire. Data analysis uses descriptive statistical analysis and multiple regression analysis.

The results of the descriptive analysis showed that organizational commitment partially had a positive and significant effect on Organizational Citizenship Behavior, organizational culture partially had a positive and significant effect on Organizational Citizenship Behavior. Organizational commitment and organizational culture simultaneously have a positive and significant effect on Organizational Citizenship Behavior.

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