

**PENGARUH BUDAYA ORGANISASI, KEPUASAN KERJA,  
DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*  
TERHADAP KINERJA KARYAWAN  
(STUDI PADA CV CHAMPION MAKMUR SENTOSA  
NGANJUK)**

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui “Pengaruh Budaya Organisasi, Kepuasan Kerja, dan *Organizational Citizenship Behavior* Terhadap Kinerja Karyawan (Studi pada CV Champion Makmur Sentosa Nganjuk)”. Jenis penelitian ini adalah penelitian kuantitatif yaitu penelitian yang menjelaskan hubungan antar variable, menguji teori dan fenomena sosial yang diteliti. Populasi dalam penelitian ini adalah Karyawan CV Champion Makmur Sentosa, sebanyak 102 karyawan. Dengan teknik pengumpulan data menggunakan kuesioner yang dilakukan dengan cara penyebaran angket dan daftar pertanyaan kepada 102 responden. Berdasarkan hasil uji t diperoleh hasil Budaya Organisasi (X1) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y), Kepuasan Kerja (X2) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y), serta *Organizational Citizenship Behavior* (X3) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y). Berdasarkan hasil uji F nilai Variabel Budaya Organisasi, Kepuasan Kerja, dan *Organizational Citizenship Behavior* berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y).

**Kata Kunci:** Budaya Organisasi, Kepuasan Kerja, *Organizational Citizenship Behavior*, Kinerja Karyawan.

**THE EFFECT OF ORGANIZATIONAL CULTURE, JOB  
SATISFACTION, AND ORGANIZATIONAL CITIZENSHIP  
BEHAVIOR ON EMPLOYEE PERFORMANCE  
(STUDY ON CV CHAMPION MAKMUR SENTOSA NGANJUK)**

**ABSTRACT**

*This study aims to determine "The Influence of Organizational Culture, Job Satisfaction, Organizational Citizenship Behavior on Employee Performance (Study on CV Champion Makmur Sentosa Nganjuk)". This type of research is quantitative research, namely research that explains the relationship between variables, tests theories and social phenomena under study. The population in this study were employees of CV Champion Makmur Sentosa, as many as 102 employees. With data collection techniques using a questionnaire which is done by distributing questionnaires and a list of questions to 102 respondents. Based on the results of the t test, the results obtained that Organizational Culture (X1) has a positive and significant effect on Employee Performance (Y), Job Satisfaction (X2) has a positive and significant effect on Employee Performance (Y), and Organizational Citizenship Behavior (X3) has a positive and significant impact on Employee Performance (Y). Based on the results of the F test, the variable values of Organizational Culture, Job Satisfaction, and Organizational Citizenship Behavior have a positive and significant effect on Employee Performance (Y).*

**Keywords:** *Organizational Culture, Job Satisfaction, Organizational Citizenship Behavior, Employee Performance.*