

ABSTRAK

Penelitian ini bertujuan untuk mengukur seberapa besar pengaruh iklim organisasi dan keterlibatan kerja terhadap OCB Pegawai BPKAD Kabupaten Banggai Laut Provinsi Sulawesi Tengah. Subjek dalam penelitian ini adalah pegawai BPKAD Kabupaten Banggai Laut Provinsi Sulawesi Tengah. Metode pengumpulan data menggunakan skala iklim organisasi, skala keterlibatan kerja, dan skala OCB. Analisis data menggunakan teknik analisis regresi berganda. Hasil penelitian menunjukkan bahwa (1) iklim organisasi berpengaruh positif dan signifikan terhadap OCB berdasarkan nilai signifikansi, yaitu $0,01 < 0,05$, (2) keterlibatan kerja berpengaruh positif dan signifikan terhadap OCB berdasarkan nilai signifikansi, yaitu $0,000 < 0,05$, (3) iklim organisasi dan keterlibatan kerja secara simultan berpengaruh signifikan terhadap OCB berdasarkan nilai signifikansi yaitu, $0,000 < 0,05$, (4) sumbangan efektif iklim organisasi dan keterlibatan kerja terhadap OCB pegawai BPKAD sebesar 63,4%, serta (5) pengaruh keterlibatan kerja lebih besar daripada iklim organisasi terhadap OCB.

Kata Kunci : Iklim Organisasi, Keterlibatan Kerja, dan OCB.

ABSTRACT

This study aims to measure how much the influence of organizational climate and job involvement on Organizational Citizenship Behavior BPKAD Employee Banggai Laut Regency Central Sulawesi Province. Subjects in this study were employees BPKAD Banggai Laut Regency Central Sulawesi Province. Methods of data collection using organizational climate scale, Job involvement scale, and Organizational Citizenship Behavior scale. Data analysis using multiple regression analysis technique. The results showed that (1) organizational climate had positive and significant effect on OCB based on significance value, that is $0.01 < 0.05$, (2) job involvement had positive and significant effect on OCB based on significance value, that is $0.000 < 0,05$, (3) organizational climate and job involvement simultaneously have significant effect to OCB based on significance value, that is $0.000 < 0.05$, (4) effective contribution of organization climate and job involvement to OCB employee BPKAD of 63,4%, and (5) the effect of work involvement is greater than the organizational climate on OCB.

Keywords : Organizational Climate, Job Involvement, and OCB