

ABSTRAK

Penelitian ini berawal dari terjadinya keterlambatan finalisasi kinerja karyawan pada PT. Oseano Adhitaprasarana. Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *organizational climate*, dan *job involvement* terhadap *organizational citizenship behavior* karyawan pada PT. Oseano Adhitaprasarana Kota Bandung. Penelitian ini menggunakan teknik sampel non probabilitas, sampel dalam penelitian ini berjumlah 58 responden kepada karyawan PT. Oseano Adhitaprasarana. Skala yang digunakan adalah skala *Likert* dengan instrument penelitian berupa kuesioner. Penelitian ini menggunakan metode deskriptif dan verifikatif. Hasil penelitian ini menunjukkan bahwa *organizational climate* pada PT. Oseano Adhitaprasarana Kota Bandung secara keseluruhan termasuk pada kategori kurang baik, kemudian *job involvement* pada PT. Oseano Adhitaprasarana Kota Bandung secara keseluruhan termasuk pada kategori kurang baik, dan *organizational citizenship behavior* pada PT. Oseano Adhitaprasarana Kota Bandung secara keseluruhan termasuk pada kategori kurang baik. *Organizational climate* dan *job involvement* secara simultan dan parsial. Secara parsial berpengaruh signifikan terhadap *organizational citizenship behavior*. Secara simultan pengaruhnya sebesar 57,3 % dan sisanya 42,7 % dipengaruhi oleh variabel lain. Sedangkan secara parsial pengaruh *organizational climate* sebesar 22,3%, pengaruh *job involvement* sebesar 35,0%.

Kata Kunci: *Organizational Climate, Job Involvement dan Organizational Citizenship Behavior*

ABSTRACT

This research originated from the delay in the finalization of employee performance at PT. Oseano Adhitaprasarana. The purpose of this study was to determine and analyze the effect of organizational climate, and job involvement on organizational citizenship behavior of employees at PT. Oseano Adhitaprasarana Bandung. This study uses a non-probability sampling technique, the sample in this study amounted to 58 respondents to employees of PT. Oseano Adhitaprasarana. The scale used is a Likert scale with the research instrument in the form of a questionnaire. This study uses descriptive and verification methods. The results of this study indicate that the organizational climate at PT. Oseano Adhitaprasarna City of Bandung as a whole is included in the poor category, then job involvement in PT. Oseano Adhitaprasarana Bandung City as a whole is included in the poor category, and organizational citizenship behavior at PT. Oseano Adhitaprasarana Bandung as a whole is included in the poor category. Organizational climate and job involvement simultaneously and partially. Partially significant effect on organizational citizenship behavior. Simultaneously the effect is 57.3% and the remaining 42.7% is influenced by other variables. While partially the influence of organizational climate is 22.3%, the effect of job involvement is 35.0%..

Keywords: Organizational Climate, Job Involvement and Organizational Citizenship Behavior