

## ABSTRAK

Nama :Rahma Tina  
Program Studi :Manajemen  
Judul :Pengaruh *Job Satisfaction*, *Organizational Commitment* dan *Organizational Culture* Terhadap *Organizational Citizenship Behavior* pada Pegawai SKPK Aceh Timur.

Penelitian ini bertujuan untuk mengetahui Pengaruh *Job Satisfaction*, *Organizational Commitment* dan *Organizational Culture* Terhadap *Organizational Citizenship Behavior* pada Pegawai SKPK Aceh Timur. Dengan Variabel bebas pada penelitian ini adalah *Job Satisfaction*, *Organizational Commitment* dan *Organizational Culture*, Sedangkan variabel terikatnya adalah *Organizational Citizenship Behavior*. Jenis penelitian ini menggunakan metode kuantitatif, pengumpulan data menggunakan kuesioner yang berisi pertanyaan dan pernyataan dengan membagikan kepada pegawai yang bersangkutan di SPKK Aceh Timur. Teknik pemberian skor menggunakan skala likert. Penelitian ini dilakukan pada 2 SKPK Aceh Timur yaitu DPRK aceh Timur dengan jumlah sampel 39 responden dan Inspektorat Aceh Timur 50 responden, dimana penarikan sampel pada penelitian ini menggunakan sampel jenuh, yang mana semua populasi dijadikan sampel sehingga jumlah sampel pada penelitian ini berjumlah 89 responden. Penelitian ini menggunakan analisis linier berganda dengan program SPSS (*Statistical Program for Sosial Science*). Hasil penelitian ini menunjukkan bahwa *Job Satisfaction* tidak berpengaruh terhadap *Organizational Citizenship Behavior* pada Pegawai SKPK Aceh Timur, *Organizational Commitment* tidan berpengaruh terhadap *Organizational Citizenship Behavior* pada Pegawai SKPK Aceh Timur, sedangkan *Organizational Culture* berpengaruh terhadap *Organizational Citizenship Behavior* pada Pegawai SKPK Aceh Timur. Semakin baik *Job Satisfaction* dan *Organizational Commitment* didalam sebuah instansi pemerintahan maka akan membuat *Organizational Citizenship Behavior* atau perilaku ekstra peran karyawan semakin meningkat sehingga membuat kinerja karyawan meningkat.

Kata Kunci : *Job Satisfaction*, *Organizational Commitment*, *Organizational Culture*

## **ABSTRACT**

*Name :Rahma Tina  
Study Program :Management  
Title :The Influence of Job Satisfaction, Organizational Commitment, and Organizational Culture on Organizational Citizenship Behavior among Employees of SKPK East Aceh.*

*This study aims to investigate the impact of Job Satisfaction, Organizational Commitment, and Organizational Culture on Organizational Citizenship Behavior among employees of SKPK East Aceh. The independent variables include Job Satisfaction, Organizational Commitment, and Organizational Culture, while the dependent variable is Organizational Citizenship Behavior. The research adopts a quantitative approach, gathering data through a questionnaire consisting of questions and statements distributed to the employees of SKPK East Aceh. Data is scored using a Likert scale. The study was carried out at two SKPKs in East Aceh, specifically the East Aceh DPRK with 39 respondents and the East Aceh Inspectorate with 50 respondents, using a saturated sample approach where all populations were included, resulting in a total of 89 respondents. Multiple linear regression analysis was conducted using the SPSS (Statistical Program for Social Science) program. The findings indicate that Job Satisfaction and Organizational Commitment do not have a significant influence on Organizational Citizenship Behavior among Employees of SKPK East Aceh, whereas Organizational Culture does influence Organizational Citizenship Behavior among Employees of SKPK East Aceh. Higher levels of Job Satisfaction and Organizational Commitment within a government institution are associated with increased Organizational Citizenship Behavior or extra-role behavior among employees, ultimately leading to improved employee performance.*

*Keywords: Job Satisfaction, Organizational Commitment, Organizational Culture*