

ABSTRAK

Suroso (2023) Pengaruh Motivasi Kerja dan Budaya Organisasi terhadap *Organizational Citizenship Behaviour* Karyawan Pada PT. Bank Rakyat Indonesia (Persero) Tbk Kantor Cabang Baturaja. Di bawah Bimbingan Ibu Rosmala Dewi, S.E., M.Si dan Ibu RR Dimas Veronica Priharti, S.E.,M.M.

Penelitian ini untuk mengetahui Pengaruh Motivasi Kerja dan Budaya Organisasi terhadap *Organizational Citizenship Behaviour* Karyawan Pada PT. Bank Rakyat Indonesia (Persero) Tbk Kantor Cabang Baturaja. Teknik Pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Jumlah populasi sebanyak 37 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh positif motivasi kerja terhadap *organizational citizenship behaviour* dengan nilai t hitung sebesar 13.319. Variabel Budaya Organisasi ada pengaruh positif terhadap *organizational citizenship behaviour* dengan nilai t hitung sebesar 7.515. Secara simultan didapatkan ada pengaruh motivasi kerja dan budaya organisasi terhadap *organizational citizenship behaviour* pada PT Bank Syariah Indonesia, Tbk Kantor Cabang Baturaja. Koefisien determinasi (R^2) yang diperoleh sebesar 0.994. Hal ini menunjukkan berarti sumbangan pengaruh motivasi kerja dan budaya organisasi terhadap *organizational citizenship behaviour* sebesar 99.4% sedangkan sisanya 6% dipengaruhi oleh variabel lain diluar penelitian ini yaitu kepuasan kerja, kepribadian, moral karyawan, gaya kepemimpinan, dan kepercayaan pada pimpinan (Titisari, 2014:15)

Kata Kunci : Motivasi Kerja, Budaya Organisasi dan *Organizational Citizenship Behaviour*.

ABSTRACT

Suroso (2023) The Influence of Work Motivation and Organizational Culture on Employees' Organizational Citizenship Behavior at PT. Bank Rakyat Indonesia (Persero) Tbk Baturaja Branch Office. Under the guidance of Rosmala Dewi, S.E., M.Si and RR Dimas Veronica Priharti, S.E., M.M.

This research aimed to determine the influence of work motivation and organizational culture on employees' organizational citizenship behavior at PT. Bank Rakyat Indonesia (Persero) Tbk Baturaja Branch Office. The data collection technique used in this research was through distributing questionnaires. The total population was 37 people. The data analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was a positive influence of work motivation on organizational citizenship behavior with a calculated t value of 13,319. The organizational culture variable had a positive influence on organizational citizenship behavior with a calculated t value of 7.515. Simultaneously, it was found that there was an influence of work motivation and organizational culture on organizational citizenship behavior at PT Bank Syariah Indonesia, Tbk Baturaja Branch Office. The coefficient of determination (R^2) obtained was 0.994. This showed that the contribution of work motivation and organizational culture to organizational citizenship behavior was 99.4%, while the remaining 6% was influenced by other variables outside this research, namely job satisfaction, personality, employee morale, leadership style, and trust in leaders (Titisari, 20144: 15)

Keywords: Work Motivation, Organizational Culture and Organizational Citizenship Behavior.