

***EFFECT OF ORGANIZATIONAL CULTURE, EMPLOYEE
ENGAGEMENT, WORK ABILITY ON ORGANIZATIONAL CITIZENSHIP
BEHAVIOR (OCB) AT PT BUMI HARMONI INDOGUNA***

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Abstract

This study is a quantitative research that objectives to determine whether there is an effect of organizational culture, employee engagement, work ability on Organizational Citizenship Behavior (OCB). The study object is the employees of PT Bumi Harmoni Indoguna. In this study, data were collected by distributing questionnaires via google form to 33 respondents. The sampling method used in this research was a saturated sample technique. The hypothesis in this research to determine the effect either partially and simultaneously of the variables X and Y, so that the test used are the coefficient of determination test, t test and f test, by using software SmartPLS 3.0. The research results obtained are: 1) organizational culture has a positive and significant effect on Organizational Citizenship Behavior (OCB), 2) employee engagement has a positive and significant effect on Organizational Citizenship Behavior (OCB), 3) work ability has a positive and significant effect on Organizational Citizenship Behavior (OCB), 4) organizational culture, employee engagement, and work abilities simultaneously have a significant effect on Organizational Citizenship Behavior (OCB).

Keywords : *Organizational Culture, Employee Engagement, Work Ability, Organizational Citizenship Behavior*

**PENGARUH BUDAYA ORGANISASI, *EMPLOYEE ENGAGEMENT*,
WORK ABILITY TERHADAP *ORGANIZATIONAL CITIZENSHIP
BEHAVIOUR* (OCB) PADA PT BUMI HARMONI INDOGUNA**

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Abstrak

Penelitian ini merupakan penelitian kuantitatif dengan tujuan mengetahui apakah ada pengaruh daripada budaya organisasi, *employee engagement*, *work ability* terhadap *Organizational Citizenship Behaviour* (OCB). Objek pada penelitian ini yaitu karyawan PT Bumi Harmoni Indoguna. Data dalam penelitian berasal dari hasil menyebar kuesioner dengan *google form* kepada 33 responden. Metode pengambilan sampel yang digunakan menggunakan teknik sampel jenuh. Hipotesis dalam penelitian yaitu mengetahui pengaruh baik secara parsial dan simultan terhadap variabel X serta Y, sehingga pengujian yang digunakan dengan uji koefisien determinasi, uji t serta uji f, dengan bantuan *software SmartPLS 3.0*. Hasil penelitian yang diperoleh, yaitu : 1) budaya organisasi berpengaruh secara positif dan signifikan terhadap *Organizational Citizenship Behaviour* (OCB), 2) *employee engagement* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behaviour* (OCB), 3) *work ability* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behaviour* (OCB), 4) budaya organisasi, *employee engagement*, dan *work ability* secara simultan memiliki pengaruh signifikan terhadap *Organizational Citizenship Behaviour* (OCB).

Kata Kunci : Budaya Organisasi, *Employee Engagement*, *Work Ability*, *Organizational Citizenship Behaviour*