

**PENGARUH KOMITMEN ORGANISASI DAN IKLIM ORGANISASI
TERHADAP ORGANIZATION CITIZENSHIP BEHAVIOR
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
DI PERUM BULOG SUBDIVRE SURABAYA SELATAN**

ABSTRAK

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Tujuan penelitian untuk mengetahui dan menjelaskan pengaruh komitmen organisasi dan iklim organisasi terhadap *Organizational Citizenship Behavior* (OCB) di Perum Bulog Sub Divre Surabaya Selatan. Desain penelitian ini adalah kuantitatif dengan jenis penelitian eksplanasi. Populasi adalah semua karyawan tetap perusahaan Perum Bulog Subdivre Surabaya Selatan. Sampel berjumlah 49 karyawan dengan teknik *sampling jenuh*. Metode pengumpulan data berupa kuesioner, dokumentasi, observasi dan wawancara. Analisa data menggunakan uji regresi linier berganda. Berdasarkan hasil penelitian menunjukkan ada pengaruh secara parsial Komitmen Organisasi terhadap *Organization Citizenship Behavior* di Perum Bulog Subdrive Surabaya Selatan dan ada pengaruh secara parsial Iklim Organisasi terhadap *Organization Citizenship Behavior* di Perum Bulog Subdrive Surabaya Selatan.

Kata kunci: Komitmen Organisasi, Iklim Organisasi, Behavior Organizational Citizenship Behavior (OCB)

***THE INFLUENCE OF THE COMMITMENT OF ORGANIZATION AND
CLIMATE ORGANIZATION AGAINST ORGANIZATION CITIZENSHIP
BEHAVIOR ORGANIZATIONAL BEHAVIOR (OCB CITIZENSHIP IN
SURABAYA STATE COMPANY BULOG SUBREGIONAL DIVISION
SOUTH***

ABSTRACT

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Research objectives to review and menjelaskan influence climate organization and the organization for organizational behavior in citizenship (ocb) perum bulog sub regional. south surabayaThe design of this study is with the kind of research eksplanasi. quantitativeThe population is all employees remain firm perum bulog subregional divisions. south surabayaSample were 49 employee with saturated. sampling techniquesData collection method of, questionnaires , documentation observation and. interviewThe data analysis menggunakan. multiple linear regressionBased on the results of the study showed there an effect in partial organization commitment to citizenship organization behavior in state company bulog subdrive surabaya south and there an effect in climate partial organisasiterhadap organization citizenship behaviordi in Bulog Subdivision Regional south of Surabaya.

Key words: commitment, organization the organization, climate behavior organizational behavior (ocb) citizenship