

**PENGARUH KOMPENSASI DAN IKLIM ORGANISASI TERHADAP
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) DENGAN
KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING PADA
KARYAWAN PT. JAYAMANDIRI GEMASEJATI BOGOR**

ABSTRAK

Organizational Citizenship Behavior adalah perilaku di luar tugas yang ditentukan oleh perusahaan yang berdampak positif bagi perusahaan. Mengingat besarnya pengaruh kompensasi, iklim organisasi dan kepuasan kerja terhadap *organizational citizenship behavior*, maka sudah sepantasnya perusahaan memperhatikan hal tersebut untuk menjalankan perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan iklim organisasi terhadap *organizational citizenship behavior* dengan kepuasan kerja sebagai variabel intervening. Metode penelitian yang digunakan adalah analisis jalur. Sampel yang digunakan pada penelitian ini yaitu seluruh karyawan PT. Jayamandiri Gemasejati Bogor yang berjumlah 40 orang. Hasil penelitian menunjukkan secara simultan dan parsial variabel kompensasi dan iklim organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, secara simultan kompensasi, iklim organisasi dan kepuasan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, secara parsial kompensasi tidak berpengaruh dan signifikan terhadap *organizational citizenship behavior*, secara parsial iklim organisasi dan kepuasan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, kepuasan kerja mampu memediasi kompensasi terhadap *organizational citizenship behavior*, serta kepuasan kerja tidak mampu memediasi iklim organisasi terhadap *organizational citizenship behavior*.

Kata Kunci : *Organizational Citizenship Behavior*, Kepuasan Kerja, Kompensasi Iklim Organisasi

**THE EFFECT OF COMPENSATION AND ORGANIZATIONAL CLIMATE
ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) WITH JOB
SATISFACTION AS AN INTERVENING VARIABLE IN EMPLOYEES OF
PT. JAYAMANDIRI GEMASEJATI BOGOR**

ABSTRACT

Organizational Citizenship Behavior is behavior outside the tasks specified by the company that has a positive impact on the company. Given the magnitude of the influence of compensation, organizational climate and job satisfaction on organizational citizenship behavior, it is appropriate for companies to pay attention to this matter to run the company. This study aims to determine the effect of compensation and organizational climate on organizational citizenship behavior with job satisfaction as an intervening variable. The research method used is path analysis. The sample used in this research is all employees of PT. Jayamandiri Gemasejati Bogor, totaling 40 peoples. The results showed that simultaneously and partially the variables of compensation and organizational climate have a positive and significant effect on job satisfaction, simultaneously compensation, organizational climate and job satisfaction have a positive and significant effect on organizational citizenship behavior, partially compensation has no significant effect on organizational citizenship behavior, partially organizational climate and job satisfaction have a positive and significant effect on organizational citizenship behavior, job satisfaction is able to mediate compensation on organizational citizenship behavior, and job satisfaction is not able to mediate organizational climate on organizational citizenship behavior.

Keywords: *organizational citizenship behavior, job satisfaction, compensation, organizational climate*