

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi dan komitmen organisasional terhadap *Organizational Citizenship Behavior* (OCB) pada pegawai Bawaslu Provinsi Sumatera Barat. OCB merupakan perilaku kerja sukarela yang dilakukan pegawai di luar tugas formalnya dan berperan penting dalam meningkatkan efektivitas serta kinerja organisasi. Budaya organisasi dan komitmen organisasional dipandang sebagai faktor internal yang dapat mendorong munculnya perilaku OCB pada pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *ex post facto*. Populasi dalam penelitian ini adalah seluruh pegawai Bawaslu Provinsi Sumatera Barat yang berjumlah 63 orang, dengan teknik pengambilan sampel menggunakan metode sensus. Data dikumpulkan melalui penyebaran kuesioner menggunakan skala Likert, kemudian dianalisis dengan menggunakan analisis regresi linear berganda. Pengujian hipotesis dilakukan melalui uji t, uji F, serta koefisien determinasi.

Hasil penelitian menunjukkan bahwa secara parsial budaya organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB). Komitmen organisasional juga berpengaruh positif dan signifikan terhadap OCB. Secara simultan, budaya organisasi dan komitmen organisasional berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* pada pegawai Bawaslu Provinsi Sumatera Barat. Hal ini menunjukkan bahwa semakin kuat budaya organisasi dan semakin tinggi komitmen organisasional pegawai, maka perilaku OCB akan semakin meningkat.

Penelitian ini diharapkan dapat memberikan kontribusi teoritis dalam pengembangan ilmu manajemen sumber daya manusia serta menjadi bahan pertimbangan praktis bagi Bawaslu Provinsi Sumatera Barat dalam meningkatkan perilaku kerja pegawai melalui penguatan budaya organisasi dan komitmen organisasional.

Kata kunci: Budaya Organisasi, Komitmen Organisasional, *Organizational Citizenship Behavior* (OCB).

ABSTRACT

This study aims to analyze the influence of organizational culture and organizational commitment on Organizational Citizenship Behavior (OCB) among Bawaslu employees in West Sumatra Province. OCB is voluntary work behavior undertaken by employees outside of their formal duties and plays a crucial role in improving organizational effectiveness and performance. Organizational culture and organizational commitment are viewed as internal factors that can encourage OCB behavior in employees.

This study employed a quantitative approach with an ex post facto method. The population was all 63 Bawaslu employees in West Sumatra Province, with a census sampling technique. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression analysis. Hypothesis testing was performed using t-tests, F-tests, and coefficients of determination.

The results showed that organizational culture partially had a positive and significant effect on Organizational Citizenship Behavior (OCB). Organizational commitment also had a positive and significant effect on OCB. Simultaneously, organizational culture and organizational commitment had a positive and significant effect on Organizational Citizenship Behavior among Bawaslu employees in West Sumatra Province. This indicates that the stronger the organizational culture and the higher the employee's organizational commitment, the greater the increase in OCB behavior.

This research is expected to provide theoretical contributions to the development of human resource management science and provide practical considerations for the West Sumatra Provincial Elections Supervisory Agency (Bawaslu) in improving employee work behavior by strengthening organizational culture and organizational commitment.

Keywords: *Organizational Culture, Organizational Commitment, Organizational Citizenship Behavior (OCB).*