

## **ABSTRACT**

*This study aims to determine the effect of organizational commitment and organizational culture on organizational citizenship behavior either partially or simultaneously at PT. SPTX Bandung Regency. The method used is descriptive and verification research method with the number of samples in this study is 97 respondents. Data collection techniques used were observation, interviews, and questionnaires. The analytical method used is multiple linear regression, multiple correlation and coefficient of determination.*

*The results of the study indicate that organizational commitment and organizational culture on organizational citizenship behavior at PT. SPTX Bandung Regency can be said to be good. Organizational commitment and organizational culture have a moderate influence on organizational citizenship behavior simultaneously, which is 34%. In addition, a partial test of organizational commitment variables and organizational culture has a positive and significant effect on organizational citizenship behavior, with a partial effect on organizational commitment of 15.08% while organizational culture is 18.92%, and the remaining 66% is influenced by variables which were not investigated by the researcher.*

**Keyword : Organizational Commitment, Organizational Culture, and Organizational Citizenship Behavior**