

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepuasan Kerja ( $X_1$ ) dan Komitmen Organisasi ( $X_2$ ) terhadap *Organizational Citizenship Behavior* (Y) baik secara simultan maupun secara parsial di Dinas Pemuda dan Olahraga Provinsi Jawa Barat. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 86 responden. Teknik pengumpulan data yang digunakan dalam penelitian ini yaitu observasi, wawancara dan penyebaran kuesioner. Metode analisis data yang digunakan adalah analisis regresi linier berganda, korelasi berganda, koefisien determinasi dan uji hipotesis. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan secara simultan maupun secara parsial. Secara simultan pengaruh Kepuasan Kerja ( $X_1$ ) dan Komitmen Organisasi ( $X_2$ ) terhadap *Organizational Citizenship Behavior* (Y) sebesar 60,2% Sedangkan secara parsial Kepuasan Kerja ( $X_1$ ) berpengaruh terhadap *Organizational Citizenship Behavior* (Y) memberikan pengaruh sebesar 29,6% dan Komitmen Organisasi ( $X_2$ ) berpengaruh terhadap *Organizational Citizenship Behavior* (Y) memberikan pengaruh sebesar 30,6% dapat disimpulkan bahwa Kepuasan Kerja ( $X_1$ ) dan Komitmen Organisasi ( $X_2$ ) memiliki pengaruh yang signifikan terhadap *Organizational Citizenship Behavior* (Y) pegawai di Dinas Pemuda dan Olahraga Provinsi Jawa Barat.

**Kata Kunci:** Kepuasan Kerja, Komitmen Organisasi, *Organizational Citizenship Behavior*

## **ABSTRACT**

*This study aims to determine the effect of Job Satisfaction (X1) and Organizational Commitment (X2) on Organizational Citizenship Behavior (Y) both simultaneously and partially at the Department of Youth and Sports of West Java Province. The research method used is descriptive and verification method with a total sample of 86 respondents. Data collection techniques used in this study were observation, interviews and distributing questionnaires. The data analysis method used is multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing. The results of this study indicate that there is a positive and significant influence simultaneously or partially. Simultaneously the effect of Job Satisfaction (X1) and Organizational Commitment (X2) on Organizational Citizenship Behavior (Y) is 60,2%, while partially Job Satisfaction (X1) has an effect on Organizational Citizenship Behavior (Y) giving an effect of 29,6% and Organizational Commitment (X2) has an effect on Organizational Citizenship Behavior (Y) giving an effect of 30,6%, it can be concluded that Job Satisfaction (X1) and Organizational Commitment (X2) have a significant effect on Organizational Citizenship Behavior (Y) of employees at the Department of Youth and Sport of West Java Province.*

**Keywords: Job Satisfaction, Organizational Commitment, Organizational Citizenship Behavior**