

ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan pada peringkat kinerja Perumdam Tirta Mukti Cianjur dalam 3 tahun terakhir mengalami penurunan yang disebabkan oleh kurangnya *Organizational Citizenship Behavior* karyawan. Masalah yang terlihat dalam penelitian ini berada pada *staffing*, persepsi lingkungan kerja, dan budaya organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh *staffing*, persepsi lingkungan kerja, dan budaya kerja terhadap *organizational citizenship behavior* di Perumdam Tirta Mukti Cianjur baik secara simultan maupun parsial. Responden pada penelitian ini adalah karyawan Perumdam Tirta Mukti Cianjur dengan sampel 87 responden. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif. Teknik *sampling* yang digunakan adalah *non probability sampling*. Pengujian instrumen pada penelitian ini menggunakan uji validitas dan uji reliabilitas. Metode analisis data yang digunakan adalah analisis regresi berganda, analisis korelasi berganda, dan analisis koefisien determinasi. Hasil penelitian menunjukkan bahwa *staffing*, persepsi lingkungan kerja, dan budaya organisasi secara simultan berpengaruh signifikan terhadap *organizational citizenship behavior* sebesar 53,7%. Secara parsial, *staffing* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* yaitu sebesar 7,6%, persepsi lingkungan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* yaitu sebesar 6,1%, dan budaya organisasi berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* yaitu sebesar 39,8%.

Kata Kunci: *Staffing*, Persepsi Lingkungan Kerja, Budaya Organisasi, *Organizational Citizenship Behavior*

ABSTRACT

This research stems from the performance rating decline at Perumdam Tirta Mukti Cianjur over the past three years, which was triggered by a lack of employee Organizational Citizenship Behavior (OCB). The identified issues in this study involve staffing, workplace environment perception, and organizational culture. This study aims to determine the simultaneous and partial effects of staffing, workplace environment perception, and organizational culture on organizational citizenship behavior at Perumdam Tirta Mukti Cianjur. The respondents of this study were the employees of Perumdam Tirta Mukti Cianjur, with a sample size of 87 respondents selected through a non-probability sampling technique. The research employed both descriptive and verificative methods. Instrument testing was conducted using validity and reliability tests. Data analysis methods included multiple regression analysis, multiple correlation analysis, and coefficient of determination analysis. The results indicated that staffing, workplace environment perception, and organizational culture simultaneously exerted a significant effect on organizational citizenship behavior, accounting for 53.7%. Partially, staffing had a positive and significant effect on organizational citizenship behavior by 7.6%, workplace environment perception had a positive and significant effect on organizational citizenship behavior by 6.1%, and organizational culture had a positive and significant effect on organizational citizenship behavior by 39.8%.

Keywords: *Staffing, Workplace Environment Perception, Organizational Culture, Organizational Citizenship Behavior*