

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepuasan kerja, komitmen organisasional, dan lingkungan kerja terhadap *organizational citizenship behavior (OCB)* karyawan Koperasi Sadar Sejahtera, Sumatera Selatan. Penelitian ini menggunakan pendekatan kuantitatif. Metode pengumpulan data dilakukan melalui media kuesioner. Penelitian dilaksanakan di Koperasi Sadar Sejahtera yang berlokasi di Desa Biti Jaya, Kecamatan Muara Kelingi, Kab. Musi Rawas, Sumatera Selatan.. Penelitian ini dilakukan pada bulan Agustus 2019. Populasi dalam penelitian ini adalah semua karyawan Koperasi Sadar Sejahtera berjumlah 145 responden. Metode pengambilan sampel dalam penelitian ini menggunakan nonprobability sampling dan teknik pengambilan sampel menggunakan *purposive sampling*, sehingga sampel dalam penelitian ini sebanyak 100 responden. Metode regresi digunakan dalam penelitian ini adalah analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa Kepuasan kerja, komitmen organisasional dan lingkungan kerja berpengaruh terhadap *organizational citizenship behavior (OCB)* karyawan Koperasi Sadar Sejahtera, Sumatera Selatan. Hal ini berarti 39,7% *Organizational Citizenship Behavior (OCB)* dapat dijelaskan oleh variabel-variabel independen, yakni Kepuasan Kerja, Komitmen organisasional dan Lingkungan Kerja.

Kata kunci: Kepuasan kerja, komitmen organisasional, lingkungan kerja, OCB, karyawan koperasi

## **ABSTRACTS**

*This study aims to examine and analyze the effect of job satisfaction, organizational commitment, and work environment on organizational citizenship behavior (OCB) employees of Sadar Sejahtera Cooperative, South Sumatra. This study uses a quantitative approach. The method of data collection is done through questionnaire media. The study was conducted at the Sadar Sejahtera Cooperative, located in Biti Jaya Village, Muara Kelingi District, Kab. Musi Rawas, South Sumatra. This study was conducted in August 2019. The population in this study were all employees of the Sadar Sejahtera Cooperative, amounting to 145 respondents. The sampling method in this study uses nonprobability sampling and the sampling technique uses purposive sampling, so that the sample in this study was 100 respondents. The regression method used in this study is multiple linear regression analysis. The results showed that job satisfaction, organizational commitment and work environment influence the organizational citizenship behavior (OCB) employees of Koperasi Sadar Sejahtera, South Sumatra. This means that 39.7% Organizational Citizenship Behavior (OCB) can be explained by independent variables, namely Job Satisfaction, Organizational Commitment and the Work Environment.*

**Keywords:** *Job satisfaction, organizational commitment, work environment, OCB, cooperative employees*