

## **ABSTRACT**

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*Title : The Influence of Organizational Culture and Organizational Commitment on Organizational Citizenship Behavior (OCB) On Employee Cooperation Baytul Ikhtiar Bogor*

*Organizational Citizenship Behavior (OCB) is an extra-role behavior of employees who are voluntary, are not included in the formal job requirements but support the functioning of the organization effectively. This study aimed to analyze the influence of Organizational Culture and Organizational Commitment to the OCB. The data used in this study is primary data using the questionnaires. Respondents were employees of the Koperasi Baytul Ikhtiar Bogor and the number of samples are 64 respondents. Data were analyzed using correlation and regression analysis techniques (F test and t test). The results showed that the organizational culture ( $r = 0.74$ ) and organizational commitment ( $r = 0.72$ ) respectively have positive and significant effect on OCB ( $\alpha < 0.01$ ). Organizational citizenship behavior models are influenced by organizational culture and organizational commitment showed significant results ( $\alpha < 0.01$ ) with  $R^2$  of 62.3 percent.*

*Keyword : Organizational Culture, Commitment Organization, Organizational Citizenship Behavior, Islamic Micro Finance Institution*