

ABSTRAK

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Pengaruh Motivasi, Budaya Organisasi, dan Kepuasan Kerja terhadap *Organizational Citizenship Behavior* pada Karyawan PT. Bimaruna Jaya serta Tinjauannya dari Sudut Pandang Islam

102 halaman + xv halaman + 16 tabel + 2 gambar, dan 4 lampiran

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, budaya organisasi dan kepuasan kerja terhadap *organizational citizenship behavior*. Penelitian didesain sebagai *explanatory research*. Populasi penelitian adalah karyawan PT. Bimaruna Jaya dengan jumlah sampel 50 responden. Data dikumpulkan menggunakan kuesioner online. Analisis data menggunakan Metode *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa motivasi, budaya organisasi, dan kepuasan kerja dapat dijadikan model yang memiliki kesesuaian (*fit*) sedang (GoF 0,318) untuk dijadikan model yang digunakan untuk memprediksi (Q^2 0,288) pengaruhnya terhadap *organizational citizenship behavior* (R^2 0,30). Motivasi (p-value 0,02) berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Budaya organisasi (p-value <0,01) berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Menurut pandangan Islam, Dalam bekerja karyawan seharusnya senantiasa bersungguh-sungguh, bekerja hanya untuk mencari ridha Allah SWT, berbuat baik, ikhlas dan saling membantu untuk mencapai tujuan bersama. Seseorang haruslah termotivasi untuk bekerja semata-mata mencari keridho-an Allah SWT. Dalam Islam diajarkan pula untuk bergotong royong sebagai budaya organisasi yang Islami. Bekerja dengan ikhlas dapat menimbulkan kepuasan kerja sehingga diajarkan untuk senantiasa bersyukur

Kata Kunci: *motivasi, budaya organisasi dan kepuasan kerja, organizational citizenship behavior.*

ABSTRACT

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Effect of Motivation, Organization Culture, and Job Satisfaction on Organizational Citizenship Behavior at PT. Bimaruna Jaya and Its Review from an Islamic Perspective

102 page + xv page + 16 tabel + 2 picture, and 4 attachment

This study aims to determine the effect of motivation, organizational culture and job satisfaction on organizational citizenship behavior. The research was designed as an explanatory research. The study population was employees of PT. Bimaruna Jaya with a sample size of 50 respondents. Data were collected using online questionnaires. Data analysis using Partial Least Square Structural Equation Modeling Method. The results showed that motivation, organizational culture, and job satisfaction can be used as a model with moderate fit (GoF 0.318) to be used as a model to predict (Q2 0.288) its effect on organizational citizenship behavior (R^2 0.30). Motivation (p-value 0.02) has a positive and significant effect on organizational citizenship behavior. Organizational culture (p-value <0.01) has a positive and significant effect on organizational citizenship behavior. According to the Islamic view, employees should always be serious, work only to seek the pleasure of Allah SWT, do good, be sincere and help each other to achieve common goals. One must be motivated to work solely for the pleasure of Allah SWT. In Islam it is also taught to work together as an Islamic organizational culture. Working sincerely can lead to job satisfaction so it is taught to always be grateful.

Keywords: *motivation, organizational culture, and job satisfaction, organizational citizenship behavior.*