

ABSTRAK

Ilyas Pratama Yusran. 1709617032. Pengaruh Keberagaman, Iklim Organisasi dan Komitmen Organisasi terhadap *Organizational Citizenship Behavior* Pada Guru SMK Negeri di Jakarta Selatan. Skripsi. Jaakarta: Fakultas Ekonomi, Universitas Negeri Jakarta, 2022.

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Keberagaman, Iklim Organisasi dan Komitmen Organisasi terhadap *Organizational Citizenship Behavior* pada Guru SMK Negeri di Jakarta Selatan. Metode penelitian yang digunakan adalah metode survei menggunakan pendekatan deskriptif kuantitatif dengan populasi yang digunakan adalah Guru SMK Negeri di Jakarta Selatan. Sampel pada penelitian ini berjumlah 161 guru yang terdiri dari 27 guru SMKN 6 Jakarta, 30 guru SMKN 8 Jakarta, 20 guru SMKN 15 Jakarta, 30 guru SMKN 29 Jakarta, 22 guru SMKN 47 Jakarta dan 32 guru SMKN 57 Jakarta. Model penelitian ini menggunakan model regresi berganda. Teknik analisis yang digunakan adalah SEM (*Structural Equation Modeling*) yang dioperasikan dengan *software* SmartPLS 3.0 untuk pengujian hipotesis. Teknik analisis yang dilakukan dalam PLS meliputi tiga tahap, yaitu analisis model luar, analisis model dalam, dan pengujian hipotesis. Hasil yang didapat dari penelitian ini meliputi nilai R Square variabel *organizational citizenship behavior* sebesar 0,366. Nilai F Square variabel keberagaman terhadap *organizational citizenship behavior* sebesar 0,088, variabel iklim organisasi terhadap *organizational citizenship behavior* sebesar 0,028, variabel komitmen organisasi terhadap *organizational citizenship behavior* sebesar 0,077. Serta hasil uji hipotesis dengan *path coefficient* pada variabel keberagaman terhadap *organizational citizenship behavior* memiliki nilai *original sample* 0,364 dan *t-statistic* 4,267 > 1,96, variabel iklim organisasi terhadap *organizational citizenship behavior* memiliki nilai *original sample* 0,150 dan *t-statistic* 2,021 > 1,96, variabel komitmen organisasi terhadap *organizational citizenship behavior* memiliki nilai *original sample* 0,337 dan *t-statistic* 3,377 > 1,96, dan nilai F hitung variabel keberagaman, iklim organisasi dan komitmen organisasi terhadap *organizational citizenship behavior* sebesar 30,21 > F tabel. Maka dapat disimpulkan pada penelitian ini terdapat pengaruh positif dan signifikan antara keberagaman dengan *organizational citizenship behavior*, iklim organisasi terhadap *organizational citizenship behavior*, komitmen organisasi terhadap *organizational citizenship behavior* dan pengaruh secara simultan antara variabel keberagaman, iklim organisasi dan komitmen organisasi terhadap variabel *organizational citizenship behavior*.

Kata kunci: Iklim Organisasi, Keberagaman, Komitmen Organisasi, *Organizational Citizenship Behavior*

ABSTRACT

Ilyas Pratama Yusran. 1709617032. The Effect of Diversity, Organizational Climate and Organizational Commitment on Organizational Citizenship Behavior on State Vocational High School Teachers in South Jakarta. Thesis. Jakarta: Faculty of Economics, Universitas Negeri Jakarta, 2022.

The purpose of this study was to determine the effect of Diversity, Organizational Climate and Organizational Commitment on Organizational Citizenship Behavior in State Vocational High School teachers in South Jakarta. The research method used is a survey method using a quantitative descriptive approach with the population used are State Vocational School teachers in South Jakarta. The sample in this study amounted to 161 teachers consisting of 27 teachers at SMKN 6 Jakarta, 30 teachers at SMKN 8 Jakarta, 20 teachers at SMKN 15 Jakarta, 30 teachers at SMKN 29 Jakarta, 22 teachers at SMKN 47 Jakarta and 32 teachers at SMKN 57 Jakarta. This research model uses multiple regression model. The analysis technique used is SEM (Structural Equation Modeling) which is operated with SmartPLS 3.0 software for hypothesis testing. The analysis technique carried out in PLS includes three stages, namely external model analysis, internal model analysis, and hypothesis testing. The results obtained from this study include the R Square value of the organizational citizenship behavior variable of 0.366. The value of F Square variable on organizational citizenship behavior is 0.088, organizational climate variable on organizational citizenship behavior is 0.028, organizational commitment variable to organizational citizenship behavior is 0.077. And the results of hypothesis testing with path coefficients on the diversity variable on organizational citizenship behavior have an original sample value of 0.364 and a t-statistic of $4.267 > 1.96$, the organizational climate variable on organizational citizenship behavior has an original sample value of 0.150 and a t-statistic $2.021 > 1.96$, the variable organizational commitment to organizational citizenship behavior has an original sample value of 0.337 and t-statistic $3.377 > 1.96$, and the calculated F value for variables of diversity, organizational climate and organizational commitment to organizational citizenship behavior is $30.21 > F$ table. So it can be concluded that in this study there is a positive and significant influence between diversity and organizational citizenship behavior, organizational climate to organizational citizenship behavior, organizational commitment to organizational citizenship behavior and simultaneous influence between diversity variables, organizational climate and organizational commitment to organizational citizenship behavior variables.

Key Word: Diversity, Organizational Citizenship Behavior, Organizational Climate, Organizational Commitment,