

ABSTRACT

**THE INFLUENCE OF JOB SATISFACTION AND ORGANIZATIONAL
CULTURE ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(AT PNS EMPLOYEES IN REGIONAL SECRETARIAT OF CIAMIS CITY)**

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The purpose of this research is to determine and analyze job satisfaction, organizational culture, organizational citizenship behavior, and the influence of job satisfaction and organizational culture on organizational citizenship behavior in civil servant employees at the regional secretariat of ciamis regency. The research method used was a survey method, data obtained directly through questionnaires to 72 respondents taken from civil servant employees of the Ciamis Regency Regional Secretariat. Sampling used a census and the analysis method used in this research was path analysis. Based on the research results, job satisfaction is in the high classification, organizational culture is in the high classification, and organizational citizenship behavior is in the high classification. Job satisfaction and organizational culture influence organizational citizenship behavior.

**Keywords : Job Satisfaction, Organizational Culture, Organizational
Citizenship Behavior**