

ABSTRACT
**THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND JOB
SATISFACTION ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR**
(Research on Teachers of Al-Ma'soem Islamic High School Bandung)

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Guide I : Dian Kurniawan

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The objectives of this research were to determine and analyze organizational commitment, job satisfaction, and organizational citizenship behavior in teachers of Al-Ma'soem Islamic High School, Bandung. As well as the influence of organizational commitment and job satisfaction on organizational citizenship behavior in teachers of Al-Ma'soem Islamic High School, Bandung. The research method used in this study is the survey method, while the type of data used in this study is primary data. The object of this study is teachers of Al-Ma'soem Islamic High School, Bandung, with a sampling technique using the saturated sample method. The data analysis technique used is path analysis. The results of this test prove that organizational commitment, job satisfaction, and organizational citizenship behavior are in good criteria. As well as organizational commitment and job satisfaction have a positive and significant effect on organizational citizenship behavior in teachers of Al-Ma'soem Islamic High School, Bandung.

Keywords: *organizational commitment, job satisfaction, organizational citizenship behavior.*

ABSTRAK
PENGARUH KOMITMEN ORGANISASI DAN KEPUASAN KERJA
TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*
(Penelitian Pada Guru SMA Islam Al-Ma'soem Bandung)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis komitmen organisasi, kepuasan kerja, dan *Organizational Citizenship Behavior* pada Guru SMA Islam Al-Ma'soem Bandung. Serta pengaruh komitmen organisasi dan kepuasan kerja terhadap *Organizational Citizenship Behavior* pada Guru SMA Islam Al-Ma'soem Bandung. Metode penelitian yang digunakan dalam penelitian ini adalah metode survey, sedangkan jenis data yang digunakan dalam penelitian ini adalah data primer. Objek penelitian ini adalah Guru SMA Islam Al-Ma'soem Bandung, dengan teknik penarikan sampel menggunakan metode sampel jenuh. Teknik analisis data yang digunakan adalah analisis jalur (*path analysis*). Hasil pengujian ini membuktikan bahwa komitmen organisasi, kepuasan kerja, dan *Organizational Citizenship Behavior* dalam kriteria baik. Serta komitmen organisasi dan kepuasan kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* pada Guru SMA Islam Al-Ma'soem Bandung.

Kata Kunci: Komitmen organisasi, kepuasan kerja, *Organizational Citizenship Behavior*.