

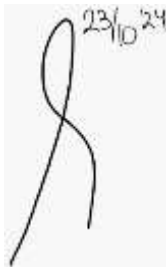
**PENGARUH MOTIVASI KERJA DAN LINGKUNGAN KIERJA
TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)
(STUDI EMPIRIS PADA PT ASIA RECYCLE MANDIRI)**

Bahar Muhharram

Abstrak

Penelitian ini bertujuan mengetahui pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap *Organizational Citizenship Behavior* (OCB) pada PT Asia Recycle Mandiri. Data yang digunakan dalam penelitian ini adalah data primer, pengumpulan data dilakukan penyebaran kuesioner secara langsung yang telah diuji validitas dan reliabilitasnya. Populasi dalam penelitian ini adalah karyawan pada PT Asia Recycle Mandiri. Sampel yang diambil dari penelitian ini sebanyak 100 responden dengan metode *simple random sampling*. Pengujian hipotesis pada penelitian ini menggunakan analisis regresi linear berganda dengan bantuan IMB SPSS *statistic 25*. Hasil uji t variabel motivasi kerja $0,000 < 0,05$ yang berarti terdapat pengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Hasil uji t variabel lingkungan kerja $0,005 < 0,05$ yang berarti berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Hasil penelitian ini menunjukkan bahwa variabel motivasi kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Apabila variabel motivasi kerja dan lingkungan kerja mengalami peningkatan maka *Organizational Citizenship Behavior* juga akan meningkat pada PT Asia Recycle Mandiri.

Kata Kunci: *Motivasi Kerja, Lingkungan Kerja dan Organizational Citizenship Behavior (OCB)*



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**THE INFLUENCE OF WORK MOTIVATION AND WORK ENVIRONMENT
ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
(EMPIRICAL STUDY AT PT ASIA RECYCLE MANDIRI)**

Bahar Muhharram

Abstract

This research aims to determine the influence of Work Motivation and Work Environment on Organizational Citizenship Behavior (OCB) at PT Asia Recycle Mandiri. The data used in this research is primary data; data collection was carried out by distributing questionnaires directly, which were tested for validity and reliability. The population in this study was those working at PT Asia Recycle Mandiri. The sample taken from this research was 100 respondents using a simple random sampling method. Hypothesis testing in this study used multiple linear regression analysis with the help of IBM SPSS statistics 25. The results of the t-test for the work motivation variable were $0.000 < 0.05$, which means there is a positive and significant influence on Organizational Citizenship Behavior. The t-test results for the work environment variable are $0.005 < 0.05$, which means it has a positive and significant effect on Organizational Citizenship Behavior. This research shows that work motivation and work environment variables have a positive and significant effect on Organizational Citizenship Behavior. Organizational Citizenship Behavior will also increase at PT Asia Recycle Mandiri if the work motivation and work environment variables increase.

Keywords: *Work Motivation, Work Environment and Organizational Citizenship Behavior (OCB).*