

**PENGARUH LINGKUNGAN KERJA DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIORAL* TERHADAP KEPUASAN KERJA
PEGAWAI BIRO ADMINISTRASI PEREKONOMIAN DAN SUMBER
DAYA ALAM SETDA DAERAH ISTIMEWA YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh lingkungan kerja dan *Organizational Citizenship Behavioral* terhadap kepuasan kerja pegawai biro administrasi perekonomian dan sumber daya alam. Metode pengumpulan data dilakukan melalui penyebaran kuesioner pada 30 pegawai di biro administrasi perekonomian dan sumber daya alam dengan teknik pengambilan sampling adalah *total sampling*, yaitu seluruh karyawan dijadikan sampel penelitian. Pengujian statistik yang digunakan pada penelitian ini adalah uji validitas, reliabilitas, asumsi klasik, analisis linear berganda, uji, t uji f dan analisis koefisien determinasi. Berdasarkan pada hasil persamaan linier berganda $Y = 2,855 + 0,739X_1 + 0,316X_2$ dapat diartikan bahwa konstanta mempunyai nilai 2,855 (positif), maka apabila lingkungan kerja (X_1) meningkat, maka kepuasan kerja pegawai akan meningkat sebesar 0,739. Apabila *Organizational Citizenship Behavioral* (X_2) meningkat, maka kepuasan kerja akan meningkat sebesar 0,316. Berdasarkan pada uji t variabel lingkungan kerja (X_1) memiliki t_{hitung} sebesar $3,246 > t_{tabel}$ sebesar 1,703 dengan sig 0,003 artinya H_{01} ditolak H_{a1} diterima. Variabel Ocb (X_2) memiliki t_{hitung} sebesar $1,800 > t_{tabel}$ sebesar 1,703 dengan sig 0,083 artinya H_{02} diterima dan H_{a2} ditolak. Pada uji f diperoleh nilai F_{hitung} sebesar 20,924 dan F_{tabel} adalah sebesar 3,35, sehingga dapat dikatakan $F_{hitung} > F_{tabel}$. Didukung dengan nilai signifikansi pada uji f dalam penelitian ini sebesar 0,000 lebih kecil dari probabilitas 0,05, sehingga dapat disimpulkan bahwa H_{03} ditolak dan H_{a3} diterima yang berarti bahwa terdapat pengaruh signifikan secara simultan antara variabel Lingkungan kerja dan *Organizational citizenship behavioral* terhadap kepuasan kerja. Dari analisis koefisien determinasi diketahui bahwa nilai R Square (R^2) adalah sebesar sebesar 0.579 (57.9%). Hal tersebut berarti bahwa variabel kepuasan kerja dipengaruhi oleh variabel Lingkungan kerja dan *Organizational citizenship behavioral* sebesar 57.9%. sedangkan sisanya 42.1% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci : *Lingkungan Kerja, Perilaku Kewargaan Organisasi, Kepuasan Kerja*

**THE INFLUENCE OF WORK ENVIRONMENT AND ORGANIZATIONAL
CITIZENSHIP BEHAVIORAL ON EMPLOYEE SATISFACTION OF
ECONOMIC ADMINISTRATION BUREAU AND NATURAL RESOURCES
IN SETDA SPECIAL DISTRICT OF YOGYAKARTA**

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Abstract

This study aims to examine and analyze the influence of the work environment and Organizational Citizenship Behavioral on job satisfaction of employees of the economic and natural resources administration bureau. The method of data collection was carried out by distributing questionnaires to 30 employees in the economic and natural resources administrative bureau. The sampling technique was total sampling, that is, all employees were sampled. The statistical tests used in this study are validity, reliability, classical assumptions, multiple linear analysis, test, t test f and analysis of the coefficient of determination. Based on the results of the multiple linear equation $Y = 2.855 + 0.739X_1 + 0.316X_2$, it can be interpreted that the constant has a value of 2.855 (positive), so if the work environment (X_1) increases, employee job satisfaction will increase by 0.739. If Organizational Citizenship Behavioral (X_2) increases, then job satisfaction will increase by 0.316. Based on the t test, the work environment variable (X_1) has a t count of 3.246 > t table of 1.703 with sig 0.003 meaning that H_{o1} is rejected, H_{a1} is accepted. The variable Ocb (X_2) has t count of 1,800 > t table of 1.703 with sig 0.083 meaning that H_{o2} is accepted and H_{a2} is rejected. In the f test, the value of F count is 20.924 and F table is 3.35, so it can be said that F count > F table. Supported by the significance value in the f test in this study of 0.000, which is smaller than the 0.05 probability, so it can be concluded that (H_{o3}) is rejected and (H_{a3}) is accepted, which means that there is a simultaneous significant influence between work environment and Organizational citizenship behavioral towards job satisfaction. From the coefficient of determination analysis, it is known that the value of R Square (R^2) is equal to 0.579 (57.9%). This means that the job satisfaction variable is influenced by the work environment variable and Organizational citizenship behavioral by 57.9%. while the remaining 42.1% is influenced by other variables not examined in this study.

Keywords: *Work Environment, Organizational Citizenship Behavioral, Job Satisfaction*

