

ABSTRAK**PENGARUH LINGKUNGAN KERJA SOSIAL, KOMPENSASI
DAN LOYALITAS TERHADAP *ORGANIZATIONAL
CITIZENSHIP BEHAVIOR* (OCB) GURU DI SMK NEGERI 1
DEPOK SLEMAN YOGYAKARTA TAHUN 2021**

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Penelitian ini bertujuan untuk menguji dan menganalisis: (1) pengaruh lingkungan kerja sosial terhadap *organizational citizenship behavior*; (2) pengaruh kompensasi terhadap *organizational citizenship behavior*; (3) pengaruh loyalitas terhadap *organizational citizenship behavior*; dan (4) pengaruh lingkungan kerja sosial, kompensasi dan loyalitas terhadap *organizational citizenship behavior*.

Penelitian ini merupakan penelitian eksplanatori. Penelitian ini dilaksanakan di SMK Negeri 1 Depok pada bulan Januari 2021. Teknik sampling yang digunakan adalah sampling kuota. Sampel penelitian sebanyak 62 responden yang merupakan Guru SMK Negeri 1 Depok. Teknik pengambilan data menggunakan kuesioner secara online melalui link google formulir. Teknik analisis data menggunakan analisis regresi linear berganda.

Hasil analisis data menunjukkan bahwa: (1) lingkungan kerja sosial berpengaruh terhadap *organizational citizenship behavior*; (2) kompensasi tidak berpengaruh terhadap *organizational citizenship behavior*; (3) loyalitas tidak berpengaruh terhadap *organizational citizenship behavior*; dan (4) lingkungan kerja sosial, kompensasi dan loyalitas dapat menjadi prediaktor terhadap *organizational citizenship behavior* sebesar 80,3%

Kata Kunci: lingkungan kerja sosial, kompensasi, loyalitas, *organizational citizenship behavior*.

ABSTRAK**THE EFFECT OF SOCIAL ENVIRONMENT, COMPENSATION AND LOYALTY ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) TEACHERS AT SMK NEGERI 1 DEPOK SLEMAN YOGYAKARTA IN 2021**

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This study aims to examine and analyze: (1) the influence of the social work environment on organizational citizenship behavior; (2) the effect of compensation on organizational citizenship behavior; (3) the effect of loyalty on organizational citizenship behavior; and (4) the influence of the social work environment, compensation and loyalty on organizational citizenship behavior.

This research is an explanatory research. This research was conducted at SMK Negeri 1 Depok in January 2021. The sampling technique used was quota sampling. The research sample was 62 respondents who were teachers of SMK Negeri 1 Depok. The data collection technique uses an online questionnaire via a google form link. The data analysis technique used multiple linear regression analysis.

The results of the data analysis show that: (1) the social work environment affects organizational citizenship behavior; (2) compensation has no effect on organizational citizenship behavior; (3) loyalty has no effect on organizational citizenship behavior; and (4) social work environment, compensation and loyalty can be precedors for organizational citizenship behavior by 80.3%

Keywords: *social work environment, compensation, loyalty, organizational citizenship behavior.*