



THE EFFECT OF ORGANIZATIONAL CLIMATE AND ORGANIZATIONAL COMMITMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF EMPLOYEES AT PT.EXPRAVET NASUBA

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Abstract

The research objective was to determine the effect of organizational climate on organizational citizen behavior in PT.Expravet Nasuba Medan's employees, to determine the effect of organizational commitment on organizational citizen behavior in PT.Expravet Nasuba Medan's employees, to determine the effect of organizational climate and organizational commitment on organizational citizen behavior in PT employees Expravet Nasuba Medan?. This research is a quantitative research method. This section explains matters related to research methods such as research variables, operational definitions, populations, samples, sampling techniques, research measurement tools, data collection procedures, scaling, discriminatory power and reliability of measuring instruments, classical assumption tests, and hypothesis testing. . This research will be tested and implemented on employees at PT. Expravet Nasuba with a minimum working period of one year, and this research will begin in July 2023, the entire population of production employees at PT. Expravet Nasuba Medan. The overall population is 168 production employees. Sampling was carried out using the nonprobability sampling design technique, namely by using purposive sampling. The total sample in this study amounted to 120 employees. The data collection method is a method used by researchers to obtain the data used is a Likert scale. The data is processed using SPSS software. Data analysis techniques namely the validity and reliability of measuring instruments, validity tests, reliability tests, descriptive statistics, classical assumption tests and hypothesis testing. The results showed that there was a significant positive influence between organizational climate on organizational citizenship behavior of employees of PT. Nasuba expravet, with a predictor determinant coefficient value (R^2) of 0.326, which means that organizational climate contributes 32.6 percent to organizational citizenship behavior. This means that the higher the organizational climate, the higher the organizational citizenship behavior. Conversely, the lower the organizational climate, the lower the organizational citizenship behavior. There is a significant positive influence between organizational climate on organizational citizenship behavior of employees of PT. Nasuba expravet, with a predictor determinant coefficient value (R^2) of 0.421, which means that organizational climate contributes 42. 1 percent affects organizational citizenship behavior.

Keywords: *Organizational Climate, Organizational Commitment, Organizational Citizenship Behavior*

1. INTRODUCTION

An organization can shape HR performance to be good by looking for ways how employees can be happy with their jobs and the place they work. This can be done by making the organizational atmosphere comfortable, with that it will make employees happy to work in the organization. The organization must also be able to make employees accept their place of work and get to know about things related to their work. A comfortable organizational atmosphere will support the creation of commitment from employees so they don't want to leave their jobs. With

that, good human resources will be created. Discussing HR, there is one behavior of HR that can benefit parties in an organization, namely organizational citizenship behavior. Garay (2006) states that Organizational Citizenship Behavior (OCB) is a voluntary behavior of an individual to perform tasks or jobs beyond our responsibility, besides that individuals have an obligation to advance or benefit the organization. This OCB behavior is the behavior of working more than the time determined by the organization and not expecting how much reward will be received. Employees who have OCB are employees who don't complain easily, like to help co-workers, like to speak positive words at work, reduce tension at work because employees with OCB have a high tolerance for conditions in a work environment that are less than ideal. PT. Expravet Nasuba is a company engaged in the production of processed livestock and fishery products. This company has been established since 1981. From observations made by the author in May 2023 PT.Expravet Nasuba began to grow rapidly and was able to compete with leading organizations in North Sumatra. Improved product quality is supported by developments in technology and resources within the organization. However, the existence of regulations that are less stringent in the company makes some employees not committed to complying with existing regulations because there are no sanctions that deter employees from breaking the rules, and employees often feel objections due to the transfer of responsibility in completing assigned tasks when they are wrong. an employee is on leave.

Based on the results of these interviews, it was found that there were phenomena indicating a low level of OCB at PT. Expravet Nasuba. This can be seen from the behavior of employees who are not good at the company, such as a low sense of concern and an attitude of mutual help among employees in completing tasks, employees often arrive late, there are several employees who leave the company before work time is over, and attend training activities that do not maximum. These phenomena can be detrimental to the company because of the low level of employee OCB in the company. From the initial interviews above that were conducted, it can be seen that there are problems related to OCB behavior in some employees at this company, so OCB behavior can be an important issue that needs to be studied further. OCB is an individual's choice behavior outside of their formal work obligations, but this behavior has a major contribution to the progress of the organization so that OCB behavior in employees is important to study. This is also supported by the findings of Prihatsanti (2010) which states that OCB is important for the effectiveness and efficiency of work teams and organizations. Ultimately, OCB can contribute to the overall productivity of the organization. Meanwhile, Luthans (1998) added that satisfied employees tend to show more prosocial citizenship behaviors such as helping co-workers and being more cooperative. but this behavior has a major contribution to the progress of the organization so that OCB behavior in employees is important to study. This is also supported by the findings of Prihatsanti (2010) which states that OCB is important for the effectiveness and efficiency of work teams and organizations. Ultimately, OCB can contribute to the overall productivity of the organization. Meanwhile, Luthans (1998) added that satisfied employees tend to show more prosocial citizenship behaviors such as helping co-workers and being more cooperative. but this behavior has a major contribution to the progress of the organization so that OCB behavior in employees is important to study. This is also supported by the findings of Prihatsanti (2010) which states that OCB is important for the effectiveness and efficiency of work teams and organizations. Ultimately, OCB can contribute to the overall productivity of the organization. Meanwhile, Luthans (1998) added that satisfied employees tend to show more prosocial citizenship behaviors such as helping co-workers and being more cooperative. OCB can contribute to the overall productivity of the organization. Meanwhile, Luthans (1998) added that satisfied employees tend to show more prosocial citizenship behaviors such as helping co-workers and being more cooperative. OCB can contribute to the overall productivity of the organization. Meanwhile, Luthans (1998) added that satisfied employees tend to show more prosocial citizenship behaviors such as helping co-workers and being more cooperative.



There have been various studies conducted to explore OCB in depth, as explained by Organ (1995) stating that there are several factors that influence OCB, namely organizational culture and climate, organizational commitment, personality and mood, perceptions of organizational support, perceptions of interaction quality. superiors and subordinates, years of service, and gender. OCB behavior can be formed if the organizational climate in the work environment is conducive. Organizational climate is one of the important factors in the organization because organizational climate is an individual's perception of what the organization has given and will determine individual behavior. The organizational climate created has an important role in shaping OCB behavior. Organizational commitment also contributes to the formation of OCB behavior. Organizational commitment is a work attitude regarding one's feelings towards the organization. An organization has high expectations of members who work to have commitment. This is in line with Riady (in Teresia & Suyasa, 2008) explaining that employees with low commitment will not give their best to the organization. Based on the description above, it can be concluded that companies that have conducive organizational climate conditions and employees who have a high commitment to the company will form OCB behavior. OCB behavior in a company is important because OCB behavior is a positive behavior of employees at work and sees employees as part of the company who can contribute more to the company. Both of these factors affect OCB so the writer will examine it. The author is interested in conducting research with the title "The Influence of Organizational Climate and Organizational Commitment to Organizational Citizenship Behavior of Employees at PT.Expravet Nasuba" The purpose of this research is to determine the Effect of Organizational Climate on Organizational Citizen Behavior of employees of PT.Expravet Nasuba Medan ?

LITERATURE REVIEW

Organizational Citizenship Behavior (OCB)

A successful company needs employees who work not only from their formal duties. According to Organ (1997) Organizational Citizenship Behavior (OCB) is an extra individual role at work. OCB is independent individual behavior, not directly or explicitly recognized in the reward system and in promoting the effective functioning of the organization. Schultz (in Prihatsanti, 2010) states that OCB is an employee's extra effort that exceeds the duties of his job. OCB according to Podsakoff, Ahearne, and MacKenzie (1997) is voluntary behavior, behavior that exceeds task demands that contribute to the success of a company. Dubrin (in Teresian and Suyasa, 2008) suggests that OCB is behavior in which employees work for the good of the organization, even without the promised special rewards. Based on the above understanding, it can be concluded that OCB is the voluntary behavior of employees in working beyond their formal work, not prioritizing rewards, and always supporting the organization, this behavior greatly contributes to organizational success.

Organizational Climate

The term organizational climate was first used by Kurt Lewin in the 1930s, who used the term psychological climate (Wirawan, 2007). Taiguri and Litwin (in Wirawan, 2007) put forward a number of terms to describe behavior in relation to the background or place (setting) where the behavior appears, the environment (environment), social environment (milieu), culture (culture), atmosphere (atmosphere), situation (situation), field patterns (field settings), behavior patterns (behavior settings), and conditions (conditions). According to Lumsdaine (in Amallia, 2007), organizational climate is a collection of employee perceptions of the characteristics of existing procedures in a company. Stringer (2002) said that organizational climate as a collection and pattern of the environment that will bring motivation to members of the organization.

Organizational Commitment

Robbins and Jugde (2009) define organizational commitment as a situation in which an employee sided with a particular organization and its goals and desire to maintain membership in that organization. According to Meyer and Allen (1990) organizational commitment is the employee's relationship with the organization and has implications for the decision to continue or not to continue membership in the organization. According to Newstrom and Davis (in Teresia & Suyasa, 2008), organizational commitment is the degree to which employees identify with the organization and want to continue to actively participate in the organization. Teresia and Suyasa (2008) say organizational commitment is the degree to which employees identify with the organization and internalize organizational values, so that employees want to stay in the organization Greenberg (1996) explains that organizational commitment encourages employees to keep their jobs and show the results they should. Hulin (1998) organizational commitment is an interest in the organization shows an attitude towards the organization as a whole. Based on the definition above, it can be concluded that commitment is an employee's relationship with the organization where employees believe in and accept the goals, duties and regulations in the organization so that employees continue to work in the organization. Hulin (1998) organizational commitment is an interest in the organization shows an attitude towards the organization as a whole. Based on the definition above, it can be concluded that commitment is an employee's relationship with the organization where employees believe in and accept the goals, duties and regulations in the organization so that employees continue to work in the organization. Hulin (1998) organizational commitment is an interest in the organization shows an attitude towards the organization as a whole. Based on the definition above, it can be concluded that commitment is an employee's relationship with the organization where employees believe in and accept the goals, duties and regulations in the organization so that employees continue to work in the organization.

2. IMPLEMENTATION METHOD

The research design that will be used in this study is a quantitative research method. This section explains matters related to research methods such as research variables, operational definitions, populations, samples, sampling techniques, research measurement tools, data collection procedures, scaling, discriminatory power and reliability of measuring instruments, classical assumption tests, and hypothesis testing. . This research will be tested and implemented on employees at PT. Expravet Nasuba with a minimum working period of one year, and this research will start in July 2023. According to Azwar (2016), the population is defined as the group of subjects who wish to generalize the research results. Based on the explanation of the population above, the population in this study will be all employees of the production division of PT. Expravet Nasuba Medan. The overall population is 168 production employees. According to Martono (2010) the sample is part of the population that has certain characteristics or conditions to be studied. Sampling was carried out using the nonprobability sampling design technique, namely by using purposive sampling. The total sample in this study amounted to 120 production employees who were in accordance with the characteristics, namely permanent employees of the production division of PT. Expravet Nasuba Medan,

The data collection method is a method used by researchers to obtain the data they study, therefore the method used must be appropriate and have a reasonable basis, because the merits of a study depend on data collection techniques (Hadi, 2004). The data collection method used in this study uses the scale division method to measure Organizational Citizen Behavior (OCB), organizational climate and organizational commitment. The type of scale used is a Likert scale. With a Likert scale, the variables to be measured are translated into variable indicators. Then the indicators or components are used as a starting point for compiling instrument items in the form of questions or statements (Sugiyono, 2012). The data is processed using SPSS software.



3. RESULTS AND DISCUSSION

Research result

Validity Trial Results

After testing the validity of 120 samples in this study, the distribution of valid and invalid item items is as follows:

Table 1 Distribution of OCB Scale Item Distribution

No	Aspect	Item No	Fall Items	Amount
1.	<i>Altruism</i>	1,3,6,9,11, 2,4,12,14		9
2.	<i>Courtesy</i>	5,7,13,15,16,8,10,17,19		9
3.	<i>Conscientiousness</i>	18,20,22,24,21,23,25,26		8
4.	<i>Civic Virtue</i>	28,30,27,29,31,33,32,34		8
5.	<i>Sportmanship</i>	35,37,36,38, 39,40,41,42		8
Total		42	0	42

Source: Data processing

The results of testing the validity of the organizational commitment measuring instrument for 120 samples of this study, the distribution of valid and invalid item items is as follows:

Table 2 Distribution of Item Distribution Organizational Climate Scale

No.	Aspect	Item No	Fall Items	Amount
	<i>Supportive</i>	1,3,4,2,5,6,7,8,10,11		10
2.	<i>Directives</i>	9,12,14,15,16, 13,17,19,20		9
3.	<i>Engaged</i>	18,21,22,23,24,26,28	25,27	7
4.	<i>frustrated</i>	29,30, 31,32		4
5.	<i>intimates</i>	33,34,37,35,36		5
Total		33	2	35

Source: Data processing

The results of testing the validity of the organizational citizenship behavior measurement tool on 120 samples of this study, the distribution of valid and invalid item items is as follows:

Table 3 Distribution of Organizational Commitment Scale Item Distribution

No	Aspect	Item No	Fall	Amount
1.	<i>Affective commitment</i>	1,2,3,4,6,7,8		7
2.	Continuance commitment	5,9,10,18,20	11,13	7
3.	<i>Normative commitment</i>	12,15,16,14,19	17	6
Total		17	3	20

Source: Data processing

Reliability Test Results

After the validity test, the reliability analysis of Cronbach's Alpha formula was then carried out. In this study, the reliability test was carried out using the SPSS 22.0 for Windows program. After being analyzed, the research variables have a reliability level of organizational climate,

organizational commitment and organizational citizenship behavior with a reliability level of organizational climate of 0.885, organizational commitment of 0.889 and a reliability level of organizational citizenship behavior of 0.923.

Table 4 Reliability Test Results

Scale	Cronbach Alpha	Information
Organizational Climate	0.885	Reliable
Organizational Commitment	0.889	Reliable
<i>Organizational Citizenship Behavior</i>	0.923	Reliable

Source: Data processing

Based on the table above, it shows that the statement items used in the research are valid and convincing. so this scale can be trusted as a measure of organizational citizenship behavior, organizational climate, and organizational commitment.

Normality Assumption Test

The distribution normality test was analyzed using the Kolmogorov-Smirnov technique. As a criterion if $p \geq 0.05$ is declared normal (Azwar, 2018). The results of the data distribution test of the independent variable data of organizational climate and organizational commitment to the dependent variable organizational citizenship behavior are known to be normally distributed. This is based on the Kolmogorov-Smirnov normality test coefficient for the independent variable organizational climate 0.045 with $p = 0.210$, peer organizational commitment 0.056 with $p = 0.210$ to the dependent variable organizational citizenship behavior of 0.062 with $p = 0.210$. The following summarizes the results of normality test calculations.

Table 6 Summary of Distribution Normality Test Calculation Results

Variable	KS	P (Significance)	Information
Climate organization	0.045	0.210	Normal
Organizational commitment	0.056	0.210	Normal
<i>Organizational Citizenship Behavior</i>	0.062	0.210	Normal

Linearity Assumption Test

Linearity test is intended to determine the degree of relationship between the independent variable and the dependent variable, this means whether organizational climate and organizational commitment have a relationship with organizational citizenship behavior in employees. As a criterion, if the p difference is <0.05 , then it is declared to have a degree of linear relationship (Azwar, 2018). The results of the linearity test between organizational climate variables on organizational citizenship behavior are linear based on the linearity coefficient $F = 80.430$ with <0.05 . The results of the linearity test between linear based on the linearity coefficient $F = 34.440$ <0.05 . The results of the linearity test are as follows:



Table 7 Summary of Calculation Results Relationship Linearity Test

Correlational	F	P	Information
X1-Y	80,430	0.000	linear
X2-Y	34,440	0.000	linear

Source: Data processing

Hypothesis testing

After testing the assumptions of linearity and normality, then testing the three hypotheses proposed, namely (1) a positive influence between organizational climate and organizational citizenship behavior, (2) a positive effect between organizational commitment and organizational citizenship behavior, and (3) a positive influence between organizational climate organization and organizational commitment to organizational citizenship behavior. In detail, the hypothesis test can be seen in the following explanation:

First Hypothesis: The Effect of Organizational Climate on Organizational Citizenship Behavior

The results of the hypothesis test found a coefficient of r_{x1y} of 0.509 with $p < 0.05$, and a predictor determinant coefficient value (R^2) of 0.326. This means that the higher the organizational climate, the higher the organizational citizenship behavior. Thus it can be concluded that the first hypothesis in this study is that there is a significant positive influence between organizational climate on acceptable organizational citizenship behavior

Second Hypothesis: The Effect of Organizational Commitment on Organizational Citizenship Behavior

The results of the hypothesis test found that the coefficient r_{x1y} was 0.628 with $p < 0.05$, and the predictor determinant coefficient (R^2) was 0.421. This means that the higher the organizational commitment, the higher the organizational citizenship behavior. Thus it can be concluded that the first hypothesis in this study is that there is a significant positive influence between organizational commitment to acceptable organizational citizenship behavior.

Third Hypothesis: The Effect of Organizational Climate and Organizational Commitment on Organizational Citizenship Behavior

The results of the hypothesis test found a coefficient of $F_{reg} = 32,350$ with $p < 0.05$, and a correlation coefficient between X1, X2 and Y obtained a result of $[(r)_{x1x2y}] = 0.534$ with $p < 0.05$ and the coefficient of determinant $R^2 = 0.418$, thus it can be concluded that organizational climate and organizational commitment jointly affect organizational citizenship behavior, the contribution of both in increasing organizational citizenship behavior is 41.8%. Thus it can be concluded that the third hypothesis is that there is a positive influence between organizational climate and organizational commitment on organizational citizenship behavior.

Multiple Regression Analysis Test Results

Based on the results of the analysis using the multiple regression analysis method, it is known that there is a significant positive effect between organizational climate and organizational citizenship behavior seen from the correlation coefficient $r_{x1y} = 0.509$ with $p = < 0.50$, and the predictor determinant coefficient value (R^2) is 0.326. This means that there is a significant relationship between organizational climate and organizational citizenship behavior. Thus it can be concluded that the higher the organizational climate, the more organizational citizenship behavior will increase. Then organizational climate makes an effective contribution of 32.6% to organizational citizenship behavior.

Next, it is known that there is a significant positive effect between organizational commitment and organizational citizenship behavior as seen from the correlation coefficient $r_{xy} = 0.628$ with $p < 0.05$, and the predictor determinant coefficient value (R^2) is 0.421. It can be concluded that the higher organizational commitment will further increase organizational citizenship behavior with an effective contribution of organizational commitment of 42.1% to organizational citizenship behavior. From the results of the analysis using multiple regression analysis method, it is known that there is a significant relationship between organizational climate and organizational commitment based on the coefficient $F_{reg} = 32.350$ with $p < 0.05$, and the correlation coefficient $r_{1x2y} = 0.534$ with $p < 0.05$ and $r^2 = 0.418$. This means that organizational climate and organizational commitment jointly affect organizational citizenship behavior, the contribution of both in increasing organizational citizenship behavior is 41.8%. The results of multiple regression analysis calculations can be seen in the following table:

Table 8 Multiple Regression Analysis

Variable	Coefficient (r_{xy})	Determinant Coefficient (R ²)	BE%	P	Ket
X1-Y	0.509	0.326	32,6	0.000	Sig
X2-Y	0.628	0.421	42,1	0.000	Sig
X1-X2-Y	0.534	0.418	41.8	0.000	Sig

Source: Data processing

After being analyzed, a multiple regression equation test was carried out. Analysis of the relationship given organizational climate (X1) and organizational commitment (X2) to organizational citizenship behavior as follows:

Table 4.8 Joint Multiple Regression Analysis

		Coefficients ^a			t	Sig.
Model		Unstandardized Coefficients		Standardized Coefficient		
		B	std. Error	Betas		
	(Constant)	33,445	8,838		3,388	,000
1	Organizational Climate	,236	,062	,179	2,297	,000
	Organizational Commitment	,754	,083	,603	8,211	,000

a. Dependent Variable: Organizational Citizenship Behavior

Based on table 8, the regression line equations X1 and X2 with Y are obtained as follows:

$$Y = 33.445 + 0.236 X1 + 0.754 X2$$

Variable organizational citizenship behavior is denoted by Y, organizational climate is denoted by X1 and organizational commitment is denoted by X2.

A constant of 33.335 states that in the absence of organizational climate and organizational commitment variables, the organizational citizenship behavior variable is 33.335 units. The regression coefficient on the organizational climate variable is 0.236 which illustrates that for every one X1 unit increase (organizational climate) there will be an increase in Y (self regulated learning) of 0.236. Each increase in one unit of X2 (organizational commitment) will increase Y



(organizational citizenship behavior) by 0.754. This means that X1 (organizational climate) and X2 (organizational commitment) together have a significant role in (Y) organizational citizenship behavior.

Results of Calculation of Hypothetical Mean and Empirical Mean

Hypothetical Means

For the organizational climate variable, the number of valid items is 42 items with a Likert scale and 5 answer choices, the hypothetical mean is $(42 \times 1) + (42 \times 5) : 2 = 126$. For the organizational commitment variable, the number of valid items is 35 items with a Likert scale and 5 answer choice formats, the hypothetical mean is $(35 \times 1) + (35 \times 5) : 2 = 105$. For organizational citizenship behavior variables the number of valid items is 19 items with a Likert scale and 5 answer choice formats, then the hypothetical mean is $(42 \times 1) + (42 \times 5) : 2 = 126$

Empirical Means

Based on the results of data analysis, as seen from the descriptive multiple linear regression analysis, it is known that the empirical mean of the organizational climate variable is 93.87 and the standard deviation is 8.89. For the organizational commitment variable, the empirical mean is 46.30 and the standard deviation is 13.8. For the organizational citizenship behavior variable, the empirical mean is 73.79 and the standard deviation is 11.15

Criteria

In an effort to find out the categories of organizational climate, organizational commitment, and organizational citizenship behavior, it is necessary to compare the empirical mean/average value with the hypothetical mean/average value by taking into account the size of the standard deviation number of each variable. A complete description of the comparison of the empirical mean/average value with the hypothetical mean/average value and the standard deviation of each variable can be seen in the table below:

Table 9 Calculation of the Average Value Hypothetical and Empirical Average Value

Variable	SD	Average value		Information
		Hypothetical	empirical	
organizational climate	8.89	57	93.87	Tall
organizational commitment	13,8	45	46.30	Currently
<i>Organizational citizenship behavior</i>	11.15	57	73	Tall

Source: Data processing

Discussion

The Effect of Organizational Climate on Organizational Citizenship Behavior of Employees at PT. Expravet Nasuba

Based on the results of the analysis using the multiple regression analysis method, it is known that there is a significant influence between organizational climate and organizational citizenship behavior seen from the correlation coefficient $r_{x1y} = 0.509$ with $p = <0.50$, and the predictor determinant coefficient value (R^2) is 0.326. The determinant coefficient (r^2) shows that 32.6% organizational climate contributes to organizational citizenship behavior. This is similar to previous research which can be used as a reference in this study related to Organizational Citizenship Behavior as follows: Prihatsanti (2010) concerning the Relationship Between Organizational Climate and Organizational Citizenship Behavior (OCB) in Public Elementary School Teachers in Mojolaban Sukoharjo District. The results of the study show that there is a very significant relationship between organizational climate and OCB variables. This is indicated by the

correlation score $r_{xy} = 0.500$ with $p = 0.000$ ($p < 0.01$). Waspodo & Minadaniati (2012) conducted research on employees of PT. Tribus Swadaya with the hypothesis that organizational climate affects OCB and shows the results that organizational climate has a significant influence on OCB. Supported by Dea's research (2014) there is a very significant relationship between organizational climate and OCB at the Muhammadiyah University of Surakarta. The results of the data analysis show that there is a very significant relationship between organizational climate and OCB which can be seen in the correlation value (r) of 0.508 with a significance of 0.000 ($p < 0.01$).

The Effect of Organizational Commitment on Organizational Citizenship Behavior on Employees at PT. Expravet Nasuba

Based on the results of the analysis found a coefficient of r_{x1y} of 0.628 with $p < 0.05$, and a predictor determinant coefficient value (R^2) of 0.421. The determinant coefficient (r^2) shows that 42.1% organizational commitment contributes to organizational citizenship behavior. This is also similar to research by Teresia and Suyasa (2008) on Organizational Commitment and Organizational Citizenship Behavior among Call Center Employees at PT. X. The results showed that organizational commitment turned out to be one of the factors that played a role in OCB with the results of $r_s(86) = 0.441$ with $p < 0.01$. Ticoalu (2013) regarding Organizational Citizenship Behavior (OCB) and Organizational Commitment Its Effect on Employee Performance. The results of the analysis show that simultaneously the independent variables (Organizational Citizenship Behavior and Organizational Commitment) have a significant influence on the dependent variable (employee performance) because $F_{count} > F_{table}$ and from a smaller significant level, namely $0.014 < 0$. Purba and Seniati (2004) The Influence of Personality and Organizational Commitment on Organizational Citizenship Behavior with the results of multiple regression analysis it is known that personality traits and organizational commitment have a significant influence on OCB in Indonesia. Schappe (1998) The influence of job satisfaction, organizational commitment, and fairness perceptions on organizational citizenship behavior which found that organizational commitment is the only significant correlation of OCB ($r = 0.21$, $p < 0.01$). Wahyuningsih (2009) examined the Effect of Organizational Commitment on Organizational Citizenship Behavior of PKU Muhammadiyah Yogyakarta Hospital Employees with research results showing that organizational commitment has a positive effect on OCB. William and Anderson (1991) stated that organizational commitment has no effect on OCB. Meyer and Allen (1993) Commitment to organizational and occupations: Extension and test of three-component conceptualization found a significant relationship between affective commitment and OCB. As for research showing the same results as Fitriana, et al (2015) the results of the study show that in general organizational commitment has an effect on OCB, namely 17.8% of the high or low level of OCB, so high or low organizational commitment will affect the high or low OCB of nurses Queen Zalecha Regional General Hospital.

The Effect of Organizational Climate and Organizational Commitment on Organizational Citizenship Behavior of Employees at PT. Expravet Nasuba

From the results of the analysis using multiple regression analysis method, it is known that there is a significant relationship between organizational climate and organizational commitment based on the coefficient $F_{reg} = 32.350$ with $p < 0.05$, and the correlation coefficient $r_{x1x2y} = 0.534$ with $p < 0.05$ and $r^2 = 0.418$. The determinant coefficient (r^2) shows that 41.8% of the two independent variables contribute to influencing organizational citizenship behavior, while the other 58.2% is influenced by other variables not discussed in this study. This is also similar to Based on previous research, it can be seen from Lubis' research (2015), which was conducted in order to examine the influence of organizational climate and organizational commitment to OCB in order to improve employee performance. The research was conducted on STIE Pasaman Simpang Empat employees as many as 41 people, all of whom were used as respondents. The test results show that



the independent variables, namely organizational climate and organizational commitment have a positive effect on OCB. The results of this study imply that improving OCB must begin with efforts to improve organizational climate and organizational commitment. Pourkiani (2014), examines the relationship between organizational climate, organizational commitment, and OCB. The study population included 1,276 gas company employees in Khuzestan province, and 296 subjects selected by the Cochran formula. The results of this study indicate that there is a significant relationship between organizational climate and organizational commitment, organizational commitment and OCB, as well as organizational climate and OCB. Antony (2016), examined the relationship between organizational climate, organizational commitment, and OCB using a sample of 100 lecturers at universities and his research results show that organizational climate is a predictor of organizational commitment and OCB. Other research that supports Ukkas and Latif (2017) shows that there is a significant positive influence between organizational climate and organizational commitment to Organizational Citizenship Behavior (OCB) for employees, either partially or simultaneously. So that this research can be a reference for PT. PLN (Persero) Palopo Area to continue to improve the quality of employee performance through Organizational Citizenship Behavior (OCB). The results of previous research revealed that organizational climate and organizational commitment are factors that influence the formation of OCB behavior. A conducive climate and high commitment to the organization will shape OCB behavior in members of the organization which can be useful in advancing the organization.

4. CONCLUSION

Based on the results of the study, it can be concluded that there is a significant positive influence between organizational climate on organizational citizenship behavior of employees of PT. Nasuba extravet, with a predictor determinant coefficient value (R^2) of 0.326, which means that organizational climate contributes 32.6% to organizational citizenship behavior. This means that the higher the organizational climate, the higher the organizational citizenship behavior. Conversely, the lower the organizational climate, the lower the organizational citizenship behavior. There is a significant positive influence between organizational climate on organizational citizenship behavior of employees of PT. Nasuba extravet, with a predictor determinant coefficient value (R^2) of 0.421, which means that organizational climate contributes 42.1 percent affects organizational citizenship behavior. This means that the higher the organizational climate, the higher the organizational citizenship behavior. Conversely, the lower the organizational climate, the lower the organizational citizenship behavior. The influence of organizational climate and organizational commitment to organizational citizenship behavior of employees of PT. Nasuba extravet, with the value of the determinant coefficient of the influence of organizational climate and organizational commitment of (R^2) = 0.418 it can be concluded that organizational climate and organizational commitment together influence organizational citizenship behavior by 41.8 percent. the lower the organizational citizenship behavior. The influence of organizational climate and organizational commitment to organizational citizenship behavior of employees of PT. Nasuba extravet, with the value of the determinant coefficient of the influence of organizational climate and organizational commitment of (R^2) = 0.418 it can be concluded that organizational climate and organizational commitment together influence organizational citizenship behavior by 41.8 percent. the lower the organizational citizenship behavior.

The influence of organizational climate and organizational commitment to organizational citizenship behavior of employees of PT. Nasuba extravet, with the value of the determinant coefficient of the influence of organizational climate and organizational commitment of (R^2) = 0.418 it can be concluded that organizational climate and organizational commitment together influence organizational citizenship behavior by 41.8 percent. To improve organizational climate and foster organizational commitment in an effort to improve organizational citizenship behavior of employees of PT. Nasuba extravet. Of course it is supported by an attitude of mutual support for

the work of employees when there are problems and are more open with related information. It is hoped that it can be used as a reference for further research and it is hoped that it can also be used as information material, for agencies or organizations that have similar problems in this study and can be used as input for companies.

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