

Abstrak

IHK NURHIKMAH Pengaruh Pengembangan Sumber Daya Manusia dan Budaya Organisasi terhadap Perilaku Kewargaan Organisasi pada PT Permodalan Nasional Madani (Persero) Unit Bisnis Mekaar Regional Tangerang.

Di bawah bimbingan ADI MUSHARIANTO, S.E., M.M.

Pengembangan sumber daya manusia serta budaya organisasi yang baik perlu dikembangkan guna menciptakan perilaku kewargaan organisasi yang baik serta sejalan dengan tujuan perusahaan atau organisasi. Penelitian ini bertujuan untuk mengetahui hubungan parsial ataupun simultan antara pengembangan sumber daya manusia dan budaya organisasi terhadap perilaku kewargaan organisasi di PT Permodalan Nasional Madani (Persero) Unit Bisnis Mekaar Regional Tangerang. Populasi penelitian ini berjumlah 1.300 pegawai, dengan rumus Slovin, didapati 93 orang yang dijadikan sampel penelitian. Teknik pengumpulan data yang digunakan adalah kuesioner dan wawancara. Teknik analisis data yang digunakan dalam pengujian hipotesis adalah Uji Kualitas Data, Uji Asumsi Klasik, Uji Regresi Linear Berganda, Uji Koefisien, serta Uji Hipotesis meliputi Uji t dan Uji F. Berdasarkan hasil olah data menggunakan *Statistical Package for Social Science* menggunakan *software IBM SPSS Statistics* versi 26, didapati bahwa: (1) Pengembangan Sumber Daya manusia memiliki pengaruh positif signifikan terhadap Perilaku Kewargaan Organisasi, (2) Budaya Organisasi memiliki pengaruh positif signifikan terhadap Perilaku Kewargaan Organisasi, serta (3) ditemukan adanya pengaruh secara simultan antara perilaku Pengembangan Sumber Daya Manusia dan Budaya Organisasi terhadap Perilaku Kewargaan Organisasi pada PT Permodalan Nasional Madani (Persero) Unit Bisnis Mekaar Regional Tangerang.

Kata kunci : Pengembangan Sumber Daya Manusia, Budaya Organisasi, dan Perilaku Kewargaan Organisasi

Abstract

IIK NURHIKMAH The Influence of Human Resource Development and Organizational Culture on Organizational Citizenship Behavior at PT Permodalan Nasional Madani (Persero) Tangerang Regional Mekaar Business Unit.

Under the guidance of ADI MUSHARIANTO, S.E., M.M.

The development of human resources and a good organizational culture need to be developed in order to create good organizational citizenship behavior that is in line with the goals of the company or organization. This research aims to determine the partial or simultaneous relationship between human resource development and organizational culture on organizational citizenship behavior at PT Permodalan Nasional Madani (Persero) Mekaar Regional Tangerang Business Unit. The population of this study was 1,300 employees, using the Slovin formula, 93 people were found to be used as research samples. The data collection techniques used were questionnaires and interviews. Data analysis techniques used in hypothesis testing are Data Quality Test, Classical Assumption Test, Multiple Linear Regression Test, Coefficient Test, and Hypothesis Test including t Test and F Test. Based on the results of data processing using the Statistical Package for Social Science using IBM SPSS Statistics software version 26, it was found that: (1) Human Resource Development has a significant positive influence on Organizational Citizenship Behavior, (2) Organizational Culture has a significant positive influence on Organizational Citizenship Behavior, and (3) it was found that there is a simultaneous influence between Resource Development behavior Human and Organizational Culture on Organizational Citizenship Behavior at PT Permodalan Nasional Madani (Persero) Mekaar Regional Tangerang Business Unit.

Keywords: Human Resource Development, Organizational Culture, and Organizational Citizenship Behavior