

ABSTRAK

Penelitian ini mengenai Kontribusi Kompensasi, Kompetensi, Lingkungan Kerja Fisik dan Lingkungan Kerja Non Fisik Terhadap *Organizational Citizenship Behavior* Pegawai UPT Puskesmas II Jembrana Bali. Tujuan dari penelitian ini adalah untuk mengetahui kontribusi kompensasi, kompetensi lingkungan kerja fisik dan lingkungan kerja non fisik secara parsial dan simultan terhadap *Organizational Citizenship Behavior* pegawai UPT. Puskesmas II Jembrana Bali. Jumlah sampel yang digunakan dalam penelitian ini adalah 75 responden dengan menggunakan teknik sensus. Metode pengumpulan data yang digunakan dalam penelitian ini menggunakan kuisioner. Analisis yang digunakan meliputi uji instrument data, uji validitas, analisis regresi linier berganda, uji asumsi klasik (uji multikolinieritas, uji normalitas, uji heterokedastisitas), dan uji hipotesis (uji t, F) dari hasil analisis disimpulkan bahwa kompensasi berpengaruh secara parsial terhadap *Organizational Citizenship Behavior* pegawai UPT. Puskesmas II Jembrana Bali, kompetensi berpengaruh secara parsial terhadap *Organizational Citizenship Behavior* pegawai UPT. Puskesmas II Jembrana Bali, Lingkungan Kerja Fisik berpengaruh secara parsial terhadap *Organizational Citizenship Behavior* pegawai UPT. Puskesmas II Jembrana Bali, Lingkungan Kerja Non Fisik berpengaruh secara parsial terhadap *Organizational Citizenship Behavior* pegawai UPT. Puskesmas II Jembrana Bali, serta Kompensasi, Kompetensi, Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik berpengaruh secara simultan terhadap *Organizational Citizenship Behavior* pegawai UPT. Puskesmas II Jembrana Bali.

Kata Kunci : kompensasi, kompetensi, lingkungan kerja fisik, lingkungan kerja non fisik, *organizational citizenship behavior*

ABSTRACT

This research is about Compensation Contributions, Competence, Physical Work Environment and Non Physical Work Environment on Organizational Citizenship Behavior of UPT Puskesmas II Jembrana Bali staff. The purpose of this study is to determine the contribution of compensation, the physical work environment and the non-physical work environment partially and simultaneously to the Organizational Citizenship Behavior UPT employees. Puskesmas II Jembrana Bali. The number of samples used in this study was 75 respondents using census techniques. Data collection methods used in this study using questionnaires. The analysis used is instrument test, validity test, multiple linear regression analysis, classic assumption test (multicollinearity test, normality test, heterokedasticity test), and hypothesis test (t test, F) from the analysis result concluded that compensation partially influence to Organizational Citizenship Behavior UPT employees. Puskesmas II Jembrana Bali, competence partially influence to Organizational Citizenship Behavior UPT employees. Puskesmas II Jembrana Bali, Physical Work Environment partially influence to Organizational Citizenship Behavior UPT employees. Puskesmas II Jembrana Bali, Non Physical Work Environment partially influence to Organizational Citizenship Behavior UPT staff. Puskesmas II Jembrana Bali, as well as Compensation, Competence, Physical Work Environment, Non Physical Work Environment simultaneously affect the Organizational Citizenship Behavior UPT employees. Puskesmas II Jembrana Bali. competence partially

Keywords : Compensation, Competence, Physical Work Environment and Non Physical Work Environment, Organizational Citizenship Behavior