

ABSTRACT

To achieve excellent performance in a company, employees are not only doing the work to fulfil the requirement of job description. Employees are strongly hoped to do their extra job, outside of a job description called Organizational Citizenship Behavior (OCB). One of the factors that influence OCB is organizational culture.

This study aims to analyze the effect of organizational culture on OCB of employees in TelkoMedika Regional Jabar. The method used in this research is quantitative method with a descriptive study. Respondents in this study were employee of TelkoMedika Regional Jabar with 69 populations. The sampling was done with the saturated sample technique.

The result showed that the organizational culture is in good enough category amount 61,3% and the OCB is in good enough category too amount 63,1%. The results also showed that the organizational culture has a significant influence on the OCB amount 79,4%. The results can be interpreted that with the increase of organizational culture within the company will also increase the OCB on employees.

Keywords: Organizational Culture, Organizational Citizenship Behavior (OCB), Human Resource Management.