

## **ABSTRACT**

*In a company environment, employees are expected to work well to achieve job satisfaction. Organizational culture is the values and norms that are adhered to by all members of the organization that serve as a guide to behavior and become the identity of an organization or company. The purpose of this study is to find out how the influence of organizational culture and job satisfaction on employee organizational citizenship behavior at the Pakkat Sub-district Office, Humbang Hasundutan Regency, North Sumatra Province.*

*The research method used in this study is a quantitative method, with the type of descriptive and causal research. The sampling technique used the saturated sampling method of 40 respondents. The data analysis technique uses descriptive analysis and multiple linear regression analysis.*

*The results of the descriptive analysis research show that the organizational culture is in the very good category, job satisfaction is in the good category and organizational citizenship behavior is in the good category. Organizational culture and job satisfaction have a significant effect on organizational citizenship behavior both partially and simultaneously.*

**Keywords:** *organizational culture, job satisfaction, organizational citizenship behavior*