

**PENGARUH KNOWLEDGE SHARING, IKLIM ORGANISASI, DAN KOMITMEN
AFEKTIF TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA
KEBUN SEI SEMAYANG –MKS OPT SINERGI GULA NUSANTARA**

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ABSTRAK

Tujuan dari studi ini berfokus pada penelaahan pengaruh yang ditimbulkan oleh *knowledge sharing*, kondisi atmosfer iklim organisasi, serta komitmen afektif terhadap OCB pada Kebun Sei Semayang - MKS OPT Sinergi Gula Nusantara. Pendekatan kuantitatif dipilih sebagai metode penelitian dengan instrumen pengumpulan data berupa angket terstruktur. Pengolahan data dilakukan melalui teknik regresi linier berganda dengan dukungan *software* SPSS versi 27. Secara terpisah melalui uji t, diperoleh temuan bahwa kontribusi *knowledge sharing* kepada OCB bersifat positif, diperlihatkan oleh nilai t hitung 4,903 yang melampaui t tabel 1,979 serta nilai sig. 0,000 yang lebih kecil dari 0,05. Kondisi serupa juga tampak pada iklim organisasi yang memperlihatkan pengaruh positif dan signifikan pada OCB dengan t hitung 6,694 > 1,979 dan nilai signifikansi 0,000 < 0,05. Selanjutnya, komitmen afektif pun menunjukkan efek yang searah serya signifikan dengan nilai t hitung 5,512 > 1,979 serta signifikansi 0,000 < 0,05. Melalui uji F, keseluruhan variabel independen terbukti memberikan pengaruh kolektif yang signifikan terhadap OCB, sebagaimana tercermin dari nilai F hitung 78,123 yang melebihi F tabel 2,67 dengan tingkat signifikansi 0,000 < 0,05. Sementara itu, melalui pengujian koefisien determinasi (R^2), didapat Adjusted R Square sejumlah 0,646 yang mengindikasikan bahwa sebesar 64,6% fluktuasi OCB mampu dijelaskan oleh *knowledge sharing*, iklim organisasi, dan komitmen afektif, sedangkan 35,4% sisanya disebabkan faktor selain dalam lingkup cakupan studi ini.

Kata Kunci: *Organizational Citizenship Behavior* (OCB), *knowledge sharing*, iklim organisasi, dan komitmen afektif

ABSTRACT

This study is oriented to scrutinizing the effects generated by knowledge sharing, the atmospheric condition of the organizational climate, and affective commitment on OCB at Kebun Sei Semayang - MKS OPT Sinergi Gula Nusantara. A quantitative approach was adopted as the research method, employing a structured questionnaire as the instrument for data acquisition. Data processing was conducted using multiple linear regression techniques with the assistance of SPSS version 27. Individually, through the t-test, the findings reveal that the contribution of knowledge sharing to OCB is positive, as indicated by the t-value of 4.903 exceeding the t-table value of 1.979 and a significance level of 0.000, which is lower than 0.05. A parallel pattern is also observed in the organizational climate, which demonstrates a positive and significant influence on OCB with a t-value of 6.694 > 1.979 and a significance value of 0.000 < 0.05. Furthermore, affective commitment likewise exhibits a congruent and statistically significant effect, evidenced by a t-value of 5.512 > 1.979 and a significance level of 0.000 < 0.05. Through the F-test, all independent variables are empirically verified to exert a collective and significant influence on OCB, as reflected in the F-value of 78.123, which surpasses the F-table value of 2.67 with a significance level of 0.000 < 0.05. Meanwhile, based on the coefficient of determination test (R^2), the Adjusted R Square is recorded at 0.646, signifying that 64.6% of the variation in OCB can be elucidated by knowledge sharing, organizational climate, and affective commitment, whereas the remaining 35.4% is attributable to other variables beyond the scope of this investigation.

Key Word: *Organizational Citizenship Behavior* (OCB), *knowledge sharing*, organizational climate, and affective commit.