

Abstract

Organizational culture is the norms and habits are accepted as a truth by everyone in the organization. Organizational is the basis of share within the organization. The organizational culture of the current custom, tradition and common ways to carry out the mostly comes from what has been implemented previously and the success rate of the efforts already made, thus the public perception of the liquid culture of the organization that is believed by members of the organization.

Organizations need employees who do more than just their usual tasks that can ease the work and can increase the effectiveness of the organization therefore organization need employees who are going to exhibit good citizenship behavior.

The purpose of this research is to know the culture of the organization and measuring the influence of organizational citizenship behavior towards its employees of PT. Garuda Indonesia. Type of this research is a descriptive analysis of the quantitative approach. Analysis of linear regression used is simple. Samples were taken on the basis of Proportionate Stratified Random Sampling. F test result and significance of research indicates the organizational culture does not effect citizenship behavior significantly to the organization of no effect the reach 3,8419% indicated by the test results the coefficient of determination. Conclusion the result of the study is that the understanding of the culture organization do not affect in organizational citizenship behavior siginificantly to employees of PT. Garuda Indonesia.

Keywords : Organizational Culture, Organizational Citizenship Behaviour, OCB.