

## ABSTRAK

**Yetrin lou-lou, 2021.** Pengaruh Kompensasi Terhadap *Organizational Citizenship Behavior (OCB)* Dengan Budaya Organisasi Sebagai Variabel Pemoderasi Pada Dinas Perindustrian Dan Perdagangan Kota Ternate. Ketua Komisi: Fadhliah M Alhadar. \_Anggota Komisi: Moh. Amin Rosidi.

Tujuan dari penelitian ini adalah (1) Untuk menguji apakah kompensasi finansial berpengaruh terhadap OCB pada Dinas Perindustrian dan Perdagangan Kota Ternate (2) Untuk menguji apakah kompensasi nonfinansial berpengaruh terhadap OCB pada Dinas Perindustrian dan Perdagangan Kota Ternate (3) Untuk menguji apakah budaya organisasi memoderasi hubungan kompensasi finansial terhadap OCB pada Dinas Perindustrian dan Perdagangan Kota Ternate. Dan (4) Untuk menguji apakah budaya organisasi memoderasi hubungan kompensasi nonfinansial terhadap OCB pada Dinas Perindustrian dan Perdagangan Kota Ternate

Hasil penelitian menemukan: (1) Kompensasi Finansial berpengaruh Signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada Dinas Perindustrian dan Perdagangan Kota Ternate ;(2) Kompensasi Nonfinansial berpengaruh Signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada Dinas Perindustrian dan Perdagangan Kota Ternate; (3) Budaya Organisasi dapat Memoderasi pengaruh Kompensasi Finansial terhadap *Organizational Citizenship Behavior (OCB)* pada Dinas Perindustrian dan Perdagangan Kota Ternate. Dan (4) bahwa Budaya Organisasi tidak dapat Memoderasi pengaruh Kompensasi Nonfinansial terhadap *Organizational Citizenship Behavior (OCB)* pada Dinas Perindustrian dan Perdagangan Kota Ternate.

**Kata Kunci: Semangat Kerja, Disiplin Kerja, Kinerja Pegawai.**

## ABSTRACT

**Yetrin Lou-lou, 2021.** *The Effect of Compensation on Organizational Citizenship Behavior (OCB) With Organizational Culture as Moderating Variable at the Industry and Trade Office of Ternate City. Chairman of the Commission: Fadhiah M Alhadar. Commission Member: Moh. Amin Rosidi.*

*The aims of this study are (1) To test whether financial compensation has an effect on OCB at the Ternate City Industry and Trade Office (2) To test whether non-financial compensation has an effect on OCB at the Ternate City Industry and Trade Office (3) To test whether organizational culture moderates relationship of financial compensation to OCB at the Department of Industry and Trade of the City of Ternate. And (4) To test whether organizational culture moderates the relationship of non-financial compensation to OCB at the Department of Industry and Trade of Ternate City*

*The results of the study found: (1) Financial Compensation had a significant effect on Organizational Citizenship Behavior (OCB) at the Ternate City Industry and Trade Office; (2) Non-financial compensation had a significant effect on Organizational Citizenship Behavior (OCB) at the Ternate City Industry and Trade Office; (3) Organizational Culture can Moderate the influence of Financial Compensation on Organizational Citizenship Behavior (OCB) at the Department of Industry and Trade of Ternate City. And (4) that Organizational Culture cannot Moderate the influence of Non-financial Compensation on Organizational Citizenship Behavior (OCB) at the Department of Industry and Trade of the City of Ternate.*

**Keywords: Work Spirit, Work Discipline, Employee Performance.**