

ABSTRACT

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Organizational citizen behavior is a behavior in which members of the organization perform extra roles outside of their obligations voluntarily without any coercion with positive goals for the organization. OCB can be influenced by several things including organizational culture and work environment. This research is a descriptive research with quantitative methods. The population of this study is teachers with the status of State Civil Apparatus and Foundation Permanent Teachers who have worked for more than three years in three Private Vocational Schools and Three State Vocational Schools in South Jakarta with a total sample of 122. The results showed that organizational culture has a positive and significant effect on OCB, work environment has a positive and significant effect on OCB, organizational culture and work environment simultaneously affect OCB.

Keywords: Organizational Citizenship Behavior, Organizational Culture, Work Environment.