

## **ABSTRACT**

*The purpose of this study was to determine and analyze the influence of organizational culture and job satisfaction on organizational citizenship behavior (OCB) and mediated by organizational commitment variables (study on employees of Bank Rakyat Indonesia in Semarang City). This study used the population of Bank Rakyat Indonesia employees in Semarang City with a total sample of 162 people. The data collection method uses a questionnaire with the criteria of working at Bank Rakyat Indonesia in Semarang City with a minimum working period of two years. Data processing in this study used SEM equations and modeling with the AMOS program to perform data analysis. The results of this study show that job satisfaction has a positive and significant effect on OCB, organizational culture has a not significant positive effect on OCB, organizational culture has a significant positive effect on OCB, and organizational culture has a significant positive effect on organizational warnings.*

**Keywords:** *Organizational Culture, Job Satisfaction, Organizational Commitment, Organizational Citizenship Behaviors.*