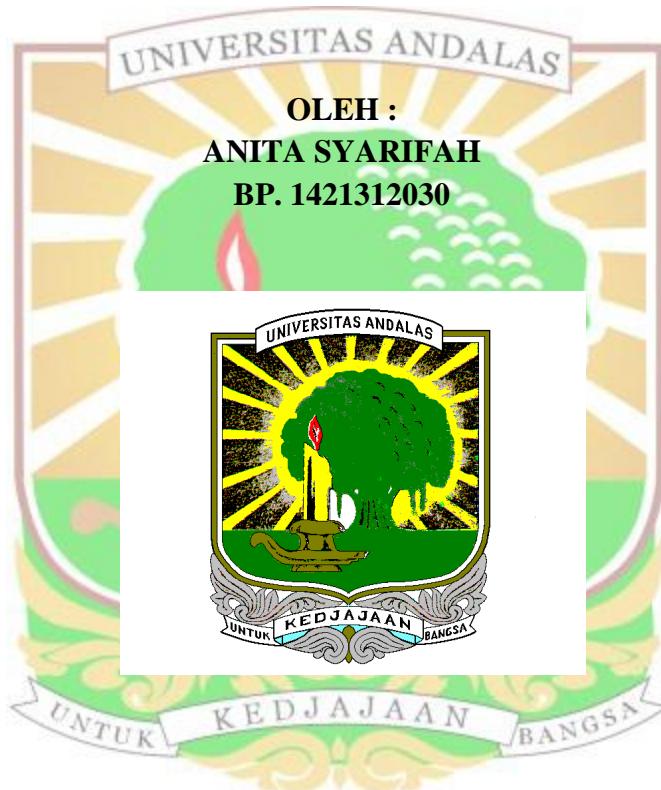


**ANALISIS BUDAYA ORGANISASI SEBAGAI MEDIATING VARIABEL  
TERHADAP HUBUNGAN SAFETY CLIMATE DENGAN  
ORGANIZATIONAL CITIZENSHIP BEHAVIOUR  
PERAWAT DI RUANG RAWAT INAP RSUD  
ARIFIN ACHMAD PEKANBARU  
TAHUN 2016**

**TESIS**



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**PROGRAM STUDI S2 KEPERAWATAN  
KEKHUSUSAN KEPEMIMPINAN DAN MANAJEMEN KEPERAWATAN  
FAKULTAS KEPERAWATAN – UNIVERSITAS ANDALAS  
PADANG 2016**

**PROGRAM STUDI S2 KEPERAWATAN  
KEKHUSUSAN KEPEMIMPINAN DAN MANAJEMEN KEPERAWATAN  
FAKULTAS KEPERAWATAN UNIVERSITAS ANDALAS**

**Tesis, November 2016  
Anita Syarifah**

**Analisis Budaya Organisasi Sebagai Mediating Variabel Terhadap Hubungan Safety Climate dengan Organizational Citizenship Behaviour Perawat di Ruang Rawat Inap RSUD Arifin Achmad Pekanbaru Tahun 2016**

**xiv + 130 hal + 21 tabel + 6 lampiran**

**Abstrak**

*Organizational citizenship behavior* (OCB) merupakan prilaku bebas individu yang secara eksplisit atau secara tidak langsung diakui oleh sistem formal dan secara agregat berfungsi dengan afektif dan efisien dalam sebuah organisasi. Variabel yang diperkirakan dapat mempengaruhinya adalah *safety climate* dan budaya organisasi. *Safety climate* dan budaya organisasi dapat menjadi penyebab kualitas berkembangnya *organizational citizenship behavior* dalam suatu organisasi. Meningkatkannya *organizational citizenship behavior* maka perawat mampu melakukan pekerjaannya di luar uraian tugasnya. Penelitian ini bertujuan mengetahui budaya organisasi sebagai mediating variabel terhadap hubungan *safety climate* dengan *organizational citizenship behavior* perawat. Desain penelitian ini analisis korelasi, pendekatan *cross sectional*. Sampel 183 perawat dengan *propositional random sampling*. Hasil penelitian adalah budaya organisasi perawat dengan rata-rata sebesar 4,22 dikategorikan sangat baik, *safety climate* perawat dengan rata-rata sebesar 4,00 dikategorikan baik, *organizational citizenship behavior* perawat dengan rata-rata sebesar 4,06 dikategorikan baik. Terdapat hubungan *safety climate* dengan *organizational citizenship behavior* perawat dan budaya organisasi sebagai variabel mediating sebesar 47,3% di Ruang Rawat Inap RSUD Arifin Achmad Pekanbaru. Saran untuk instalasi pelayanan adalah perlunya manajemen yang mendukung *safety climate* dan mengadakan pelatihan *softskill* untuk meningkatkan *organizational citizenship behavior* perawat.

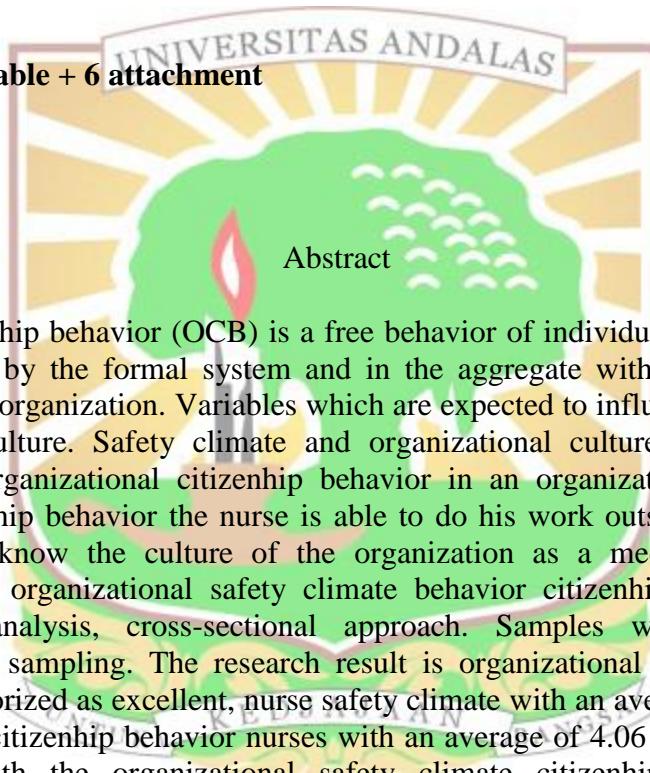
Kata kunci : Budaya Organisasi, *Safety Climate*, *Organizational Citizenship Behavior*  
Daftar Pustaka : 79 (1994 – 2016)

**NURSING POST GRADUATE PROGRAM  
SPECIALY IN LEADERSHIP AND MANAGEMENT NURSING  
FACULTY OF NURSING ANDALAS UNIVERSITY**

**Thesis, November 2016  
Anita Syarifah**

**Analysis of Organizational Culture As a mediating variable Safety Climate Relationship with Organizational Citizenship Behaviour nurse in patient wards Arifin Achmad Pekanbaru 2016**

**xiv + 130 page + 21 table + 6 attachment**



**Abstract**

Organizational citizenship behavior (OCB) is a free behavior of individuals that are explicitly or indirectly recognized by the formal system and in the aggregate with affective and efficient functioning within an organization. Variables which are expected to influence it is safety climate and organizational culture. Safety climate and organizational culture can be the cause of developing quality organizational citizenship behavior in an organization. With the increase organizational citizenship behavior the nurse is able to do his work outside his job description. This study aims to know the culture of the organization as a mediating variable in the relationship with the organizational safety climate behavior citizenship nurse. This research design correlation analysis, cross-sectional approach. Samples were 183 nurses with propositional random sampling. The research result is organizational culture nurses with an average of 4.22 categorized as excellent, nurse safety climate with an average of 4.00 considered good, organizational citizenship behavior nurses with an average of 4.06 considered good. There is a relationship with the organizational safety climate citizenship nurse behavior and organizational culture as a mediating variable of 47.3% in patient wards Arifin Achmad Pekanbaru. Suggestions for installation pelayanan is a need for supportive management of safety climate and soft skill training to improve organizational citizenship behavior nurse.

**Keywords:** Organizational Culture, Safety Climate, Organizational Citizenship Behavior  
**Bibliography:** 79 (1994 – 2016)