ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Iklim Organisasi, *Perceived Organizational Support*, dan *Organizational Citizenship Behavior* terhadap Kinerja Pegawai Perumda Air Minum Tirta Darma Ayu Kabupaten Indramayu, baik secara parsial maupun simultan. Penelitian menggunakan pendekatan kuantitatif dengan metode survei. Sampel penelitian berjumlah 113 Pegawai yang menjadi responden penelitian. Pengumpulan data dilakukan menggunakan kuesioner dengan skala Likert, sedangkan analisis data menggunakan regresi linier berganda yang didahului dengan pengujian instrumen dan uji asumsi model. Pengujian hipotesis dilakukan melalui uji t untuk mengetahui pengaruh parsial dan uji F untuk mengetahui pengaruh simultan. Hasil penelitian menunjukkan bahwa Iklim Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai, dengan koefisien regresi sebesar 0,495, nilai t hitung sebesar 6,259, dan $p < 0,001$. *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap Kinerja Pegawai, dengan koefisien regresi sebesar 0,356, nilai t hitung sebesar 5,238, dan $p < 0,001$. Selanjutnya, *Organizational Citizenship Behavior* berpengaruh positif dan signifikan terhadap Kinerja Pegawai, dengan koefisien regresi sebesar 0,213, nilai t hitung sebesar 2,994, dan $p < 0,05$. Secara simultan, Iklim Organisasi, *Perceived Organizational Support*, dan *Organizational Citizenship Behavior* berpengaruh signifikan terhadap Kinerja Pegawai, yang ditunjukkan oleh nilai F hitung sebesar 68,440 dengan $p < 0,001$. Nilai R Square sebesar 0,653 menunjukkan bahwa ketiga variabel independen mampu menjelaskan 65,3% variasi Kinerja Pegawai, sedangkan 34,7% sisanya dijelaskan oleh faktor lain di luar model penelitian. Hasil penelitian menegaskan bahwa peningkatan kinerja Pegawai dapat didukung melalui penciptaan iklim organisasi yang kondusif, penguatan dukungan organisasi yang dirasakan Pegawai, serta pengembangan perilaku kewargaan organisasional dalam lingkungan kerja.

Kata kunci: Iklim Organisasi, *Perceived Organizational Support*, *Organizational Citizenship Behavior*, Kinerja Pegawai, Perumda Air Minum.

ABSTRACT

This study aims to analyze the effects of Organizational Climate, Perceived Organizational Support, and Organizational Citizenship Behavior on Employee Performance at Perumda Air Minum Tirta Darma Ayu, Indramayu Regency, both partially and simultaneously. This study employed a quantitative approach using a survey method. The research sample consisted of 113 employees as respondents. Data were collected through a Likert-scale questionnaire and analyzed using multiple linear regression, preceded by instrument testing and model assumption testing. Hypotheses were tested using the t-test to examine partial effects and the F-test to examine simultaneous effects. The results indicate that Organizational Climate has a positive and significant effect on Employee Performance, with a regression coefficient of 0.495, a t-value of 6.259, and $p < 0.001$. Perceived Organizational Support has a positive and significant effect on Employee Performance, with a regression coefficient of 0.356, a t-value of 5.238, and $p < 0.001$. Furthermore, Organizational Citizenship Behavior has a positive and significant effect on Employee Performance, with a regression coefficient of 0.213, a t-value of 2.994, and $p < 0.05$. Simultaneously, Organizational Climate, Perceived Organizational Support, and Organizational Citizenship Behavior have a significant effect on Employee Performance, as indicated by an F-value of 68.440 with $p < 0.001$. The R Square value of 0.653 indicates that the three independent variables collectively explain 65.3% of the variation in Employee Performance, while the remaining 34.7% is explained by other factors outside the research model. These findings confirm that improving employee performance can be supported by creating a conducive organizational climate, strengthening employees' perceived organizational support, and fostering organizational citizenship behavior in the workplace.

***Keywords**: Organizational Climate, Perceived Organizational Support, Organizational Citizenship Behavior, Employee Performance, Perumda Air Minum.*