

ABSTRAK

Penelitian ini bertujuan untuk mengetahui komitmen organisasi, *servant leadership*, OCB dan kinerja pegawai pada Puskesmas Timpeh. Metode analisis digunakan adalah *structural equation model partial least* (SEM-PLS) melalui software Smart PLS 3.0, dengan mengedarkan kuesioner sebanyak 59 responden.

Hasil diperoleh bahwa terdapat komitmen organisasi berpengaruh positif dan signifikan terhadap OCB pada pegawai Puskesmas Timpeh. *Servant leadership* berpengaruh positif dan signifikan terhadap OCB pada pegawai Puskesmas Timpeh. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pada pegawai Puskesmas Timpeh. *Servant leadership* berpengaruh positif dan tidak signifikan terhadap kinerja pada pegawai Puskesmas Timpeh. OCB berpengaruh positif dan signifikan terhadap kinerja pada pegawai Puskesmas Timpeh. OCB tidak memediasi komitmen organisasi terhadap kinerja pegawai Puskesmas Timpeh. OCB memediasi *servant leadership* terhadap kinerja pegawai Puskesmas Timpeh. Akhirnya penulis menyarankan kepada Puskesmas Timpeh untuk lebih meningkatkan komitmen organisasi, *servant leadership*, dan OCB agar kinerja pegawai meningkat.

Kata kunci: Komitmen Organisasi, *Servant leadership*, OCB dan Kinerja Pegawai

ABSTRACT

This study aims to determine organizational commitment, servant leadership, OCB and employee performance at the Timpeh Health Center. The analytical method used is the structural equation model partial least (SEM-PLS) through Smart PLS 3.0 software, by distributing questionnaires to 59 respondents. The results showed that organizational commitment had a positive and significant effect on OCB in Timpeh Health Center employees. Servant leadership has a positive and significant effect on OCB in Timpeh Health Center employees. Organizational commitment has a positive and significant effect on the performance of Timpeh Health Center employees. Servant leadership has a positive and not significant effect on the performance of Timpeh Health Center employees. OCB has a positive and significant effect on the performance of Timpeh Health Center employees. OCB does not mediate organizational commitment to the performance of Timpeh Health Center employees. OCB mediates servant leadership on the performance of Timpeh Health Center employees. Finally, the author suggests to the Timpeh Health Center to further increase organizational commitment, servant leadership, and OCB so that employee performance increases.

Keywords: Organizational Commitment, Servant leadership, OCB and Employee Performance