

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan membuktikan pengaruh Kemampuan Kerja dan Disiplin Kerja terhadap terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB) sebagai Variabel Intervening. Populasi penelitian ini 76 responden. Teknik pengumpulan data melalui kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dalam penelitian ini menggunakan metode Structural Equation Modeling (SEM) SmartPLS 3. Hasil penelitian menunjukkan bahwa Kemampuan Kerja berpengaruh positif dan tidak signifikan terhadap *Organizational Citizenship Behavior* (OCB), Disiplin Kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB), Kemampuan Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai, Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai, *Organizational Citizenship Behavior* (OCB) berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Kemampuan Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB), Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB), kontribusi Kemampuan Kerja, dan Disiplin Kerja sebesar 67,2% terhadap *Organizational Citizenship Behavior* (OCB) serta kontribusi Kemampuan Kerja, Disiplin Kerja dan *Organizational Citizenship Behavior* (OCB) sebesar 43,6% terhadap Kinerja Pegawai.

**Kata kunci :** Kemampuan Kerja, Disiplin Kerja, Kinerja Pegawai, *Organizational Citizenship Behavior* (OCB)

## **ABSTRAK**

*This study aims to analyze and prove the effect of Work Ability and Work Discipline on Employee Performance through Organizational Citizenship Behavior (OCB) as an Intervening Variable. The population of this research is 76 respondents. Data collection techniques through questionnaires that have been tested for validity and reliability. The data analysis technique in this study used the SmartPLS 3 Structural Equation Modeling (SEM) method. The results showed that Work Ability had a positive and insignificant effect on Organizational Citizenship Behavior (OCB), Work Discipline had a positive and significant effect on Organizational Citizenship Behavior (OCB), Work Ability has a positive and insignificant effect on Employee Performance, Work Discipline has a positive and significant effect on Employee Performance, Organizational Citizenship Behavior (OCB) has a positive and significant effect on Employee Performance, Work Ability has a positive and insignificant effect on Employee Performance through Organizational Citizenship Behavior (OCB), Work Discipline has a positive and significant effect on Employee Performance through Organizational Citizenship Behavior (OCB), the contribution of Work Ability, and Work Discipline of 67.2% on Organizational Citizenship Behavior (OCB) and contri spark plug Work Ability, Work Discipline and Organizational Citizenship Behavior (OCB) of 43.6% of Employee Performance.*

**Keywords:** *Work Ability, Work Discipline, Employee Performance, Organizational Citizenship Behavior (OCB)*