

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Pengalaman dan Penempatan Kerja Terhadap Kinerja Pegawai Dengan *Organizational Citizenship Behavior* (OCB) Sebagai Variabel Intervening Pada UPTD Puskesmas Balai Selasa. Metode pengumpulan data melalui survei dan menyebarkan kuisioner, dengan sampel 90 responden. Metode analisis yang digunakan adalah Uji Model Pengukuran (*Outher model*) dan pengujian model struktural (*Inner Model*).

Hasil penelitian yang didapatkan berdasarkan Uji Model Pengukuran (*Outher model*) dan pengujian model struktural (*Inner Model*) diperoleh : Terdapat pengaruh yang tidak signifikan Pengalaman Kerja terhadap *Organizational Citizenship Behavior* (OCB), Terdapat pengaruh positif yang signifikan Penempatan Kerja terhadap *Organizational Citizenship Behavior* (OCB), Terdapat pengaruh yang signifikan Pengalaman Kerja terhadap Kinerja Pegawai, Terdapat pengaruh yang signifikan Penempatan Kerja terhadap Kinerja Pegawai, Terdapat pengaruh yang signifikan *Organizational Citizenship Behavior* (OCB) terhadap Kinerja Pegawai, Terdapat pengaruh yang tidak signifikan Pengalaman Kerja terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB), Terdapat pengaruh yang signifikan Penempatan Kerja terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB).

Kata Kunci: Pengalaman Kerja, Penempatan Kerja, Kinerja Pegawai, *Organizational Citizenship Behavior* (OCB).

ABSTRACT

This study aims to examine how much influence Experience and Work Placement have on Employee Performance with Organizational Citizenship Behavior (OCB) as Intervening Variables at UPTD Puskesmas Balai Selasa. Methods of data collection through surveys and distributing questionnaires, with a sample of 90 respondents. The analytical method used is the Measurement Model Test (Outer model) and structural model testing (Inner Model).

The research results obtained based on the Measurement Model Test (Outer model) and structural model testing (Inner Model) obtained: There is an insignificant effect of Work Experience on Organizational Citizenship Behavior (OCB), There is a significant positive effect of Work Placement on Organizational Citizenship Behavior (OCB)), There is a significant effect of Work Experience on Employee Performance, There is a significant effect of Work Placement on Employee Performance, There is a significant effect of Organizational Citizenship Behavior (OCB) on Employee Performance, There is an insignificant effect of Work Experience on Employee Performance through Organizational Citizenship Behavior (OCB), there is a significant effect of Work Placement on Employee Performance through Organizational Citizenship Behavior (OCB).

Keywords: Work Experience, Work Placement, Employee Performance, Organizational Citizenship Behavior (OCB).