

NURAINI INSYANI, NO BP 15101155310449, Manajemen (2019), Pengaruh *Organizational Citizenship Behavior* (OCB), Budaya Organisasi dan Kepemimpinan terhadap Kinerja Organisasi Pada Kementerian Agama Sumatera Barat, dibawah bimbingan Bapak Dr. Yulasmri, SE, MM dan Bapak Ifani Candra, S.Psi, MM.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *Organizational Citizenship Behavior* (OCB), Budaya Organisasi dan Kepemimpinan terhadap Kinerja Organisasi pada Kementerian Agama Sumatera Barat. Penelitian ini terdiri dari tiga variabel Independen yaitu *Organizational Citizenship Behavior* (OCB), Budaya Organisasi dan Kepemimpinan dan satu variabel Dependent Kinerja Organisasi. Metode analisis yang digunakan adalah analisis korelasi dan regresi berganda. Metode pengumpulan data pada penelitian ini adalah dengan menggunakan kuesioner yang diisi oleh responden yaitu pegawai Kementerian Agama Sumatera Barat.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh: (a) Terdapat pengaruh positif dan signifikan antara *Organizational Citizenship Behavior* (OCB) terhadap Kinerja Organisasi. (b) Terdapat pengaruh negatif dan tidak signifikan antara Budaya Organisasi terhadap Kinerja Organisasi. (c) Terdapat pengaruh positif dan signifikan antara Kepemimpinan terhadap Kinerja Organisasi. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F). Maka penulis berkesimpulan bahwa, *Organizational Citizenship Behavior* (OCB), Budaya Organisasi dan Kepemimpinan berpengaruh signifikan terhadap kinerja Organisasi. Dan berdasarkan uji koefisien determinasi (R^2) nilainya adalah 0,539. Hal ini menunjukkan bahwa besarnya persentase kontribusi *Organizational Citizenship Behavior* (OCB), Budaya Organisasi dan Kepemimpinan berpengaruh signifikan terhadap kinerja Organisasi adalah sebesar 53,9% sisanya 46,1% dipengaruhi oleh variabel lain di luar penelitian ini.

Akhirnya penulis menyarankan kepada Kementerian Agama Sumatera Barat untuk dapat meningkatkan *Organizational Citizenship Behavior* (OCB) dengan memperhatikan kepedulian pegawai terhadap pegawai lainnya dengan cara saling membantu dalam menyelesaikan tugas. Meningkatkan Budaya Organisasi dengan memperhatikan kebutuhan budaya yang sudah ada dalam organisasi tersebut. Serta Pimpinan lebih memperhatikan variabel Kepemimpinan yang lebih dominan tanpa mengabaikan variabel *Organizational Citizenship Behavior* (OCB) dan Budaya Organisasi.

Kata Kunci : *Organizational Citizenship Behavior* (OCB), Budaya Organisasi, Kepemimpinan, Kinerja Organisasi

NURAINI INSYANI, NO BP 15101155310449, Management (2019), Effect of Organizational Citizenship Behavior (OCB), Organizational Culture and Leadership on Organizational Performance in the Ministry of Religion of West Sumatra, under the guidance of Dr. Yulasmri, SE, MM and Mr Ifani Candra, S.Psi, MM.

ABSTRACT

This study aims to determine how much influence Organizational Citizenship Behavior (OCB), Organizational Culture and Leadership on Organizational Performance in the Ministry of Religion of West Sumatra. This study consisted of three independent variables namely Organizational Citizenship Behavior (OCB), Organizational Culture and Leadership and one Dependent variable Organizational Performance. The analytical method used is correlation analysis and multiple regression. The method of data collection in this study is to use a questionnaire filled out by respondents, namely employees of the Ministry of Religion of West Sumatra.

The results obtained based on Partial Test (t test) were obtained: (a) There is a positive and significant influence between Organizational Citizenship Behavior (OCB) on Organizational Performance. (b) There is a negative and insignificant influence between Organizational Culture on Organizational Performance. (c) There is a positive and significant influence between Leadership on Organizational Performance. Then based on hypothesis testing together (Test F). So the authors concluded that, Organizational Citizenship Behavior (OCB), Organizational Culture and Leadership had a significant effect on Organizational performance. And based on the test the coefficient of determination (R^2) the value is 0.539. This shows that the percentage contribution of Organizational Citizenship Behavior (OCB), Organizational Culture and Leadership has a significant effect on Organizational performance of 53.9% and the remaining 46.1% is influenced by other variables outside of this study.

Finally the author suggested to the Ministry of Religion of West Sumatra to be able to improve Organizational Citizenship Behavior (OCB) by paying attention to the care of employees towards other employees by helping each other in completing tasks. Improve Organizational Culture by paying attention to the cultural needs that already exist in the organization. And Leaders pay more attention to the more dominant Leadership variables without ignoring the Organizational Citizenship Behavior (OCB) and Organizational Culture variables.

Keywords: *Organizational Citizenship Behavior (OCB), Organizational Culture, Leadership, Organizational Performance*