

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Kemampuan Kerja dan Pengalaman Kerja terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB) sebagai Variabel Intervening pada Dinas Pendidikan dan Kebudayaan Kabuapetn Pesisir Selatan. Variabel penelitian yaitu Kemampuan Kerja (X1), Pengalaman Kerja (X2) Kinerja Pegawai (Y) dan *Organizational Citizenship Behavior* (OCB) (Z). Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada pegawai sebagai responden. Metode analisis yang digunakan adalah uji *outer model* dan *inner model* menggunakan alat pengolahan data smart PLS 3.0.

Hasil penelitian menunjukkan (a) Kemampuan Kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) sebesar 2.961 dengan tingkat signifikan ( $0.003 < 0.05$ ) (b) Pengalaman Kerja berpengaruh positif dan tidak signifikan terhadap *Organizational Citizenship Behavior* (OCB) sebesar 0.570 dengan tingkat signifikan alpha ( $0.569 > 0.05$ ) (c) Kemampuan Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai sebesar 0.125 dengan tingkat signifikan ( $0.901 > 0.05$ ) (d) Pengalaman Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai sebesar 1.687 dengan tingkat signifikan ( $0.092 > 0.05$ ) (e) *Organizational Citizenship Behavior* (OCB) berpengaruh positif dan signifikan terhadap Kinerja Pegawai sebesar 3.034 dengan tingkat signifikan ( $0.003 < 0.05$ ) (f) Kemampuan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB) sebesar 2.345 dengan tingkat signifikan ( $0.019 < 0.05$ ) (g) Pengalaman Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior* (OCB) sebesar 0.500 dengan tingkat signifikan ( $0.618 > 0.05$ ). Kontribusi variabel Kemampuan Kerja dan Pengalaman Kerja terhadap *Organizational Citizenship Behavior* sebesar 53%. Kontribusi variabel Kemampuan Kerja Pengalaman Kerja, *Organizational Citizenship Behavior* dan terhadap Kinerja Pegawai sebesar 38%. Selebihnya dipengaruhi oleh variabel lain diluar penelitian ini.

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

## ABSTRACT

*This study aims to determine how much influence work ability and work experience have on employee performance through Organizational Citizenship Behavior (OCB) as an Intervening Variable at the Department of Education and Culture of Pesisir Selatan Regency. The research variables are Work Ability (X1), Work Experience (X2) Employee Performance (Y) and Organizational Citizenship Behavior (OCB) (Z). Methods of collecting data through surveys and distributing questionnaires to employees as respondents. The analytical method used is a test of the outer model and the inner model using the PLS 3.0 smart data processing tool.*

*He results showed (a) Work Ability had a positive and significant effect on Organizational Citizenship Behavior (OCB) of 2,961 with a significant level ( $0.003 < 0.05$ ) (b) Work Experience had a positive and insignificant effect on Organizational Citizenship Behavior (OCB) of 0.570 with a level of significant alpha ( $0.569 > 0.05$ ) (c) Work Ability has a negative and insignificant effect on Employee Performance of 0.125 with a significant level ( $0.901 > 0.05$ ) (d) Work Experience has a positive and insignificant effect on Employee Performance of 1.687 with a significant level ( $0.092 > 0.05$ ) (e) Organizational Citizenship Behavior (OCB) has a positive and significant effect on Employee Performance of 3,034 with a significant level ( $0.003 < 0.05$ ) (f) Work Ability has a positive and significant effect on Employee Performance through Organizational Citizenship Behavior (OCB) of 2,345 with significant level ( $0.019 < 0.05$ ) (g) Work Experience ja has a positive and insignificant effect on employee performance through Organizational Citizenship Behavior (OCB) of 0.500 with a significant level ( $0.618 > 0.05$ ). The contribution of Work Ability and Work Experience variables to Organizational Citizenship Behavior is 53%. The contribution of the variable of Work Ability, Work Experience, Organizational Citizenship Behavior and on Employee Performance is 38%. The rest is influenced by other variables outside this research.*

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