

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Motivasi dan Komitmen Organisasi secara bersama-sama (simultan) dan parsial terhadap Kinerja Karyawan dengan *Organizational Citizenship Behavior* (OCB) sebagai Variabel Intervening. Metode pengumpulan data melalui wawancara, kuesioner dan observasi. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linier Berganda, Koefisien Determinasi, untuk Uji hipotesis digunakan Uji f dan Uji t dan Path Analysis. Sampel perusahaan ini berjumlah 85 responden. Berdasarkan hasil penelitian menunjukkan bahwa: (a) terdapat pengaruh positif dan signifikan antara motivasi terhadap *Organizational Citizenship Behavior* (OCB); (b) terdapat pengaruh positif dan signifikan antara komitmen organisasi terhadap *Organizational Citizenship Behavior* (OCB); (c) terdapat pengaruh positif dan signifikan antara motivasi terhadap kinerja karyawan; (d) terdapat pengaruh positif dan signifikan antara komitmen organisasi terhadap kinerja karyawan. Hasil analisis jalur didapatkan bahwa *Organizational Citizenship Behavior* (OCB) memediasi pengaruh motivasi terhadap kinerja karyawan dan pengaruh komitmen organisasi terhadap kinerja karyawan.

Kata kunci : Motivasi, Komitmen Organisasi, Kinerja Karyawan dan *Organizational Citizenship Behavior* (OCB).

ABSTRACT

This study aims to determine how much influence Organizational Motivation and Commitment together (simultaneously) and partially on Employee Performance with Organizational Citizenship Behavior (OCB) as Intervening Variables. Data collection methods through interviews, questionnaires and observations. The analytical method used is the validity and reliability test, the Normality Test, the Multicollinearity Test, the Heteroscedasticity Test, the Multiple Linear Analysis, the Coefficient of Determination, for the Hypothesis Test the f Test and the t Test and Path Analysis are used. The sample of this company is 85 respondents. Based on the results of the study indicate that: (a) there is a positive and significant effect between motivation on Organizational Citizenship Behavior (OCB); (b) there is a positive and significant influence between organizational commitment to Organizational Citizenship Behavior (OCB); (c) there is a positive and significant influence between motivation on employee performance; (d) there is a positive and significant influence between organizational commitment to employee performance. The path analysis results found that Organizational Citizenship Behavior (OCB) mediates the effect of motivation on employee performance and the effect of organizational commitment on employee performance.

Keywords: Motivation, Organizational Commitment, Employee Performance and Organizational Citizenship Behavior (OCB).