

ABSTRAK

Witra Wahyuni, 18101155310284, (2022) “Pengaruh Kompetensi dan Kompensasi Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behavior* sebagai variabel intervening pada PT. Anugerah Agung Citratama Padang”. Universitas Putra Indonesia “YPTK” Padang Fakultas Ekonomi dan Bisnis, Program Sarjana Manajemen dibawah bimbingan Dosen Pembimbing Bapak Dr.Yulasmis,S.E.,M.M.. dan Bapak Ramdani Bayu Putra,S.E.,M.M.

Tujuan penelitian ini adalah untuk mengetahui Pengaruh Kompetensi dan Kompensasi Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behavior* sebagai variabel intervening pada PT. Anugerah Agung Citratama Padang. Metode pengumpulan data dengan survey dan mengedarkan kuesioner dengan jumlah sampel 45 karyawan. Metode analisis yang digunakan adalah *Structur Equation Modelling* (SEM) dengan *Partial Least Square* (PLS) 3

Hasil analisis data menyimpulkan (1) Kompetensi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*.(2) Kompensasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. (3) Kompetensi berpengaruh positif dan signifikan terhadap Kinerja karyawan. (4) Kompensasi berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan .(5) *Organizational Citizenship Behavior* berpengaruh secara positif dan signifikan terhadap kinerja karyawan. (6) Hasil pengujian yang dilakukan bahwa *Organizational Citizenship Behavior* mampu memediasi hubungan antara Kompetensi terhadap kinerja karyawan dan (7) *Organizational Citizenship Behavior* mampu memediasi kompensasi terhadap kinerja karyawan.

Kata Kunci: Kompetensi, Kompensasi, Organizational Citizenship Behavior dan Kinerja karyawan

ABSTRACT

Witra Wahyuni, 18101155310284, (2022) "The Influence of Competence and Compensation on Employee Performance Through Organizational Citizenship Behavior as an intervening variable at PT. Anugerah Agung Citratama Padang". Universitas Putra Indonesia "YPTK" Padang Faculty of Economics and Business, Bachelor of Management Program under the guidance of Advisors Mr. Dr. Yulasmu, S.E., M.M. and Mr. Ramdani Bayu Putra, S.E., M.M.

The purpose of this study was to determine the effect of competence and compensation on employee performance through organizational citizenship behavior as an intervening variable at PT. Anugerah Agung Citratama Padang. Methods of collecting data by surveys and distributing questionnaires with a sample of 45 employees. The analytical method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3

The results of data analysis concluded (1) Competence has a positive and significant effect on Organizational Citizenship Behavior. (2) Compensation has a positive and significant effect on Organizational Citizenship Behavior. (3) Competence has a positive and significant effect on employee performance. (4) Compensation has a positive and insignificant effect on employee performance. (5) Organizational Citizenship Behavior has a positive and significant effect on employee performance. (6) The results of the tests conducted show that Organizational Citizenship Behavior is able to mediate the relationship between Competence on employee performance and (7) Organizational Citizenship Behavior is able to mediate compensation on employee performance.

Keywords: Competence, Compensation, Organizational Citizenship Behavior and Employee Performance