

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh Karakteristik Individu, Pengalaman Kerja terhadap *Organizational Citizenship Behavior* dan seberapa besar pengaruh Karakteristik Individu, Pengalaman Kerja, dan *Organizational Citizenship Behavior* terhadap Kinerja Pegawai pada Kantor Dinas Pendidikan dan Kebudayaan Kabupaten Pesisir Selatan. metode pengumpulan data melalui survei dan menyebarkan kuesioner, dengan sampel 54 responden. metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Karakteristik Individu, Pengalaman Kerja terhadap *Organizational Citizenship Behavior*, dan Karakteristik Individu, Pengalaman Kerja berpengaruh positif dan signifikan terhadap Kinerja dan *Organizational Citizenship Behavior* memediasi Karakteristik Individu terhadap Kinerja, dan *Organizational Citizenship Behavior* tidak memediasi Pengalaman Kerja terhadap Kinerja. kontribusi dari variabel Karakteristik Individu dan Pengalaman Kerja melalui *Organizational Citizenship Behavior* 62,0% sedangkan sisanya sebesar 38,0% dipengaruhi variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan dapat meningkatkan Kinerja pegawai dengan meningkatkan *Organizational Citizenship Behavior*, dan *Organizational Citizenship Behavior* akan meningkat dengan meningkatkan Karakteristik Individu dan Pengalaman Kerja pada Kantor Dinas Pendidikan dan Kebudayaan Kabupaten Pesisir Selatan melalui masing-masing indikator.

Kata kunci : Karakteristik Individu, Pengalaman Kerja, Kinerja pegawai dan *Organizational Citizenship Behavior*

ABSTRACT

The purpose of this study was to determine how much influence Individual Characteristics, Work Experience have on Organizational Citizenship Behavior and how much influence Individual Characteristics, Work Experience, and Organizational Citizenship Behavior have on Employee Performance at the Office of Education and Culture of Pesisir Selatan Regency. survey and distributing questionnaires, with a sample of 54 respondents. The data analysis method used was path analysis.

Based on the results of the study indicate that Individual Characteristics, Work Experience on Organizational Citizenship Behavior, and Individual Characteristics, Work Experience has a positive and significant effect on Performance and Organizational Citizenship Behavior mediates Individual Characteristics on Performance, and Organizational Citizenship Behavior mediates Work Experience on Performance. Individual Characteristics and Work Experience through Organizational Citizenship Behavior 62.0% while the remaining 38.0% is influenced by other variables outside this study.

Based on the results of this study, it is expected to improve employee performance by increasing Organizational Citizenship Behavior, and Organizational Citizenship Behavior will increase by increasing Individual Characteristics and Work Experience at the Office of Education and Culture of Pesisir Selatan Regency through each indicator.

Keywords: Individual Characteristics, Work Experience, Employee Performance and Organizational Citizenship Behavior