

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh Profesionalisme dan *Self-Efficacy* Terhadap Kinerja Karyawan dan *Organizational Citizenship Behavior* Sebagai Intervening pada Kantor Walinagari Muara Putus. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 28 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS 23.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Profesionalisme dan *Self-Efficacy* berpengaruh signifikan terhadap *Organizational Citizenship Behavior*. Serta secara simultan Profesionalisme dan *Self-Efficacy* berpengaruh terhadap *Organizational Citizenship Behavior*. Profesionalisme, *Self-Efficacy* dan *Organizational Citizenship Behavior* berpengaruh signifikan terhadap Kinerja Karyawan. Serta secara simultan Profesionalisme, *Self-Efficacy* dan *Organizational Citizenship Behavior* secara bersama-sama berpengaruh signifikan terhadap Kinerja Karyawan.

Kontibusi sumbangan variabel *independen* diperoleh Profesionalisme dan *Self-Efficacy* terhadap variabel *dependen Organizational Citizenship Behavior* adalah sebesar 78,4%. Sedangkan sisanya adalah sebesar 21,6% dipengaruhi oleh variabel lain di luar penelitian ini. Kemudian kontribusi sumbangan variabel *independen* . Profesionalisme, *Self-Efficacy* dan *Organizational Citizenship Behavior* terhadap variabel *dependen* Kinerja Karyawan adalah sebesar 88,1%. Sedangkan sisanya adalah sebesar 11,9% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci: Profesionalisme, *Self-Efficacy*, Kinerja Karyawan, *Organizational Citizenship Behavior*

ABSTRACT

This study aims to examine how much influence Professionalism and Self-Efficacy have on Employee Performance and Organizational Citizenship Behavior as Intervening at the Office of Walinagari Muara Putus. The method of collecting data is through surveys and distributing questionnaires, with up to 28 respondents. The analytical method used is multiple linear regression analysis and path analysis using SPSS 23.

The results obtained based on the Partial Test (t test) obtained that Professionalism and Self-Efficacy have a significant effect on Organizational Citizenship Behavior. And simultaneously Professionalism and Self-Efficacy affect Organizational Citizenship Behavior. Professionalism, Self-Efficacy and Organizational Citizenship Behavior have a significant effect on employee performance. And simultaneously Professionalism, Self-Efficacy and Organizational Citizenship Behavior together have a significant effect on employee performance.

The contribution of the independent variable obtained by Professionalism and Self-Efficacy on the dependent variable of Organizational Citizenship Behavior is 78.4%. While the remaining 21.6% is influenced by other variables outside of this study. Then the contribution of the independent variable contribution. Professionalism, Self-Efficacy and Organizational Citizenship Behavior on the dependent variable of Employee Performance is 88.1%. While the remaining 11.9% is influenced by other variables outside of this study.

Keywords: Professionalism, Self-Efficacy, Employee Performance, Organizational Citizenship Behavior

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