

melalui *organizational citizenship behavior* pada PT.Yasiga Sarana Utama Padang.h)Komitmen Organisasi berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan melalui *organizational citizenship behavior* pada PT.Yasiga Sarana Utama Padang

R-square Organizational Citizenship Behavior sebesar 0,924 atau sebesar 92,4% yang menggambarkan besarnya pengaruh yang diterimanya oleh konstruk *Organizational Citizenship Behavior* dari konstruk Kecerdasan Emosional dan Komitmen Organisasi. Sementara nilai *R-square* untuk Konstruk Kinerja Karyawan sebesar 0,927 atau 92,7% menunjukkan besarnya pengaruh yang diberikan oleh konstruk Kecerdasan Emosional, Komitmen Organisasi dan *Organizational Citizenship Behavior* dalam menjelaskan atau mempengaruhi Kinerja Karyawan.

**Kata Kunci : Kecerdasan Emosional, Komitmen Organisasi,**

**KinerjaKaryawan dan *Organizational Citizenship Behavior* (OCB).**

## **ABSTRACT**

*This study aims to determine how big the influence of Emotional Intelligence and Organizational Commitment on Employee Performance with Organizational Citizenship Behavior (OCB) as an intervening variable. At PT. Yasiga Sarana Utama Padang. The research variables are Emotional Intelligence (X1), Organizational Commitment (X2), Employee Performance (Y), and Organizational Citizenship Behavior (Z). Methods of collecting data through distributing questionnaires with a sample of 45 respondents. The method used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS).*

*The results obtained are: a) There is a positive and significant influence between Emotional Intelligence on Organizational Citizenship Behavior (OCB). b) There is a positive and significant influence between Organizational Commitment on Organizational Citizenship Behavior (OCB). c) There is a positive and significant influence between Emotional Intelligence on Employee Performance. d) There is a positive and significant influence between Organizational Commitment on Employee Performance. e) There is a positive and significant influence between Organizational Citizenship Behavior (OCB) on Employee Performance. f) There is a direct influence of Emotional Intelligence which is smaller than the indirect effect of Emotional Intelligence on Employee Performance through Organizational Citizenship Behavior (OCB). g) Emotional Intelligence has a positive and insignificant effect on employee performance through organizational citizenship behavior at PT. Yasiga Sarana Utama Padang.*