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ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh *Employee Engagement* dan Iklim Organisasi terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior (OCB)* pada Kantor Wali Nagari Sungai Nanam Kecamatan Lembah Gumanti. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah analisis deskriptif, untuk uji hipotesis digunakan uji t dan uji f. Sampel lembaga ini berjumlah 35 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) *Employee engagement* berpengaruh signifikan terhadap Kinerja Pegawai. (b) Iklim Organisasi berpengaruh signifikan terhadap Kinerja Pegawai. (c) Pengaruh *Employee engagement* terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior (OCB)* sebagai variabel intervening (d) Pengaruh Iklim Organisasi terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior (OCB)* sebagai variabel intervening (e) Pengaruh *Employee engagement* dan Iklim Organisasi secara bersama-sama terhadap Kinerja Pegawai.

Kemudian hasil uji koefisien determinasi *Adjust r square* sebesar persamaan pertama 0,733 atau 73,3% hal ini menunjukkan bahwa persentase sumbangan variabel independen *Employee engagement* dan Iklim Organisasi terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior (OCB)* sebagai variabel intervening sebesar 0,733 atau 73,3%, sedangkan sisanya sebesar 26,7% di pengaruhi oleh variabel lain, sedangkan persamaan kedua 0,636 atau 63,6% hal ini menunjukkan bahwa persentase sumbangan variabel independen *Employee engagement* dan Iklim Organisasi terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior (OCB)* sebagai variabel intervening adalah sebesar 0,636 atau 63,6%. Sedangkan sisanya adalah sebesar 36,4% dipengaruhi oleh variabel lain.

Kata kunci : *Employee Engagement, Iklim Organisasi, Kinerja dan Organizational Citizenship Behavior*

ABSTRACT

This study aims to determine how much influence of Employee Engagement and Organizational Climate on Employee Performance through Organizational Citizenship Behavior (OCB) at the Wali Nagari Sungai Nanam Office, Lembah Gumanti District. Methods of data collection through surveys and questionnaires. The analytical method used is descriptive analysis, to test the hypothesis used t test and f test. The sample of this institution is 35 respondents.

Based on the research obtained based on the partial test (t test), it is found that: (a) Employee engagement has a significant effect on employee performance. (b) Organizational climate has a significant effect on employee performance. (c) Effect of Employee Engagement on Employee Performance through Organizational Citizenship Behavior (OCB) as an intervening variable (d) Effect of Organizational Climate on Employee Performance through Organizational Citizenship Behavior (OCB) as an intervening variable (e) Effect of Employee Engagement and Organizational Climate collectively- same for Employee Performance.

Then the results of the Adjust r square coefficient of determination of the first equation are 0.733 or 73.3%, this shows that the percentage of the contribution of the independent variable Employee Engagement and Organizational Climate to Employee Performance through Organizational Citizenship Behavior (OCB) as an intervening variable of 0.733 or 73.3% , while the remaining 26.7% is influenced by other variables, while the second equation is 0.636 or 63.6%, this shows that the percentage of the contribution of the independent variable Employee Engagement and Organizational Climate to Employee Performance through Organizational Citizenship Behavior (OCB) as an intervening variable is by 0.636 or 63.6%. While the rest is 36.4% influenced by other variables.

Keywords: Employee Engagement, Organizational Climate, Performance and Organizational Citizenship Behavior