

ABSTRAK

Selvia Dwi Jayanti, 17101155310607, 2021, “**Pengaruh Lingkungan Kerja dan Budaya Organisasi terhadap Kinerja Karyawan dengan *Organizational Citizenship Behavior (OCB)* sebagai Variabel Intervening pada Dinas Pekerjaan Umum dan Penataan Ruang Provinsi Sumatera Barat**”, Universitas Putra Indonesia “YPTK” Padang, Fakultas Ekonomi dan Bisnis, Program Sarjana Manajemen, Pembimbing I Bapak Yamasitha S.E,M.M. Pembimbing II Ibu Cintya Ones Carli S.E,M.M.

Tujuan penelitian ini untuk Pengaruh Lingkungan Kerja dan Budaya Organisasi terhadap Kinerja Karyawan dengan *Organizational Citizenship Behavior (OCB)* sebagai Variabel Intervening pada Dinas Pekerjaan Umum dan Penataan Ruang Provinsi Sumatera Barat, baik secara parsial maupun bersama-sama. Metode pengumpulan data melalui survey dan mengedarkan kuesioner, dengan sampel 79 karyawan. Metode analisis yang digunakan adalah analisis validitas, reliabilitas, asumsi klasik dan regresi linier berganda.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) Lingkungan Kerja berpengaruh signifikan terhadap kinerja karyawan. (b) Budaya Organisasi berpengaruh signifikan terhadap kinerja karyawan. (c) *Organizational Citizenship Behavior (OCB)* berpengaruh signifikan terhadap kinerja karyawan. Kemudian hasil uji koefisien determinasi *Adjust r square* sebesar 0,695 atau 69,5% hal ini menunjukkan bahwa persentase sumbangan variabel *independen* Lingkungan Kerja, Budaya organisasi dan *Organizational Citizenship behavior(OCB)* terhadap variabel *dependen* Kinerja Karyawan (Y) adalah sebesar 0,695 atau 69,5% Sedangkan sisanya adalah sebesar 30,5% dipengaruhi oleh variabel lain di luar penelitian.

Kata Kunci : Lingkungan Kerja, Budaya Organisasi, *Organizational Citizenship Behavior (OCB)*, Kinerja Karyawan

ABSTRACT

Selvia Dwi Jayanti, 17101155310607, 2021, "The Effect of Work Environment and Organizational Culture on Employee Performance with Organizational Citizenship Behavior (OCB) as an Intervening Variable at the Department of Public Works and Spatial Planning, West Sumatra Province", Putra Indonesia University "YPTK" Padang, Faculty of Economics and Business, Management Degree Program, Advisor I Mr. Yamasitha SE, MM Second Advisor, Mrs. Cintya Ones Carli S.E, M.M.

The purpose of this research is to influence the Work Environment and Organizational Culture on Employee Performance with Organizational Citizenship Behavior (OCB) as an Intervening Variable in the Public Works and Spatial Planning Office of West Sumatra Province, either partially or collectively. Methods of data collection through surveys and distributing questionnaires, with a sample of 79 employees. The analysis method used is the analysis of validity, reliability, classical assumptions and multiple linear regression.

Based on the research obtained based on the partial test (t test), it was found that: (a) The work environment has a significant effect on employee performance. (b) Organizational culture has a significant effect on employee performance. (c) Organizational Citizenship Behavior (OCB) has a significant effect on employee performance. Then the results of the Adjust r square coefficient of determination of 0.695 or 69.5%, this shows that the percentage of the contribution of the independent variables of the Work Environment, Organizational Culture and Organizational Citizenship Behavior (OCB) to the dependent variable Employee Performance (Y) is 0.695 or 69.5. % While the rest is 30.5% influenced by other variables outside the research.

Keywords: Work Environment, Organizational Culture, Organizational Citizenship Behavior (OCB), Employee Performance