

## ABSTRAK

### **Pengaruh Dimensi *Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Karyawan Studi Kasus Pada Pusat Kesehatan Masyarakat (PUSKESMAS) Ngadiluwih Kab. Kediri**

**Nama : Laillatul Indra Mu'allifah**

**NPM : 17419248**

**Email : [laillatulindra6@gmail.com](mailto:laillatulindra6@gmail.com)**

*Fakultas Ekonomi Universitas Kediri*

#### **Dosen Pembimbing :**

1. **Dr. Nur Laely, S.E., MM**
2. **M. Dian Ruhamak, S.E., M.M**

Penelitian ini bertujuan untuk mengetahui adanya pengaruh Dimensi *Organizational Citizenship Behavior* (OCB) yaitu *Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportsmanship* secara parsial dan simultan terhadap Kinerja Karyawan pada Puskesmas Ngadiluwih Kab. Kediri. Metode pengambilan sample menggunakan metode *accidental sampling*. Responden dalam penelitian ini merupakan karyawan yang bekeja di Puskesmas Ngadiluwih di Kab. Kediri Jumlah sampel sebanyak 40 responden. Analisis dalam penelitian ini menggunakan regresi linier berganda. Hasil penelitian diperoleh Secara parsial variabel *Altruism, Civic Virtue, Conscientiousness, Sportsmanship* berpengaruh positif terhadap Kinerja Karyawan pada Puskesmas Ngadiluwih di Kab. Kediri. Sedangkan variabel *Courtesy* tidak berpengaruh terhadap Kinerja Karyawan pada Puskesmas Ngadiluwih di Kab. Kediri. Secara simultan variabel *Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportsmanship* berpengaruh signifikan terhadap Kinerja Karyawan pada Puskesmas Ngadiluwih di Kab. Kediri.

**Kata Kunci :** *Organizational Citizenship Behavior, Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportsmanship, Kinerja Karyawan*

## **ABSTRACT**

### ***The Influence of Organizational Citizenship Behavior (OCB) Dimensions on Employee Performance Study of Community Health Center (PUSKESMAS) Ngadiluwih Kab. Kediri***

**Name : Laillatul Indra Mu'allifah**

**NPM : 17419248**

**Email : laillatulindra6@gmail.com**

*Fakultas Ekonomi Universitas Kediri*

#### **Dosen Pembimbing :**

- 1. Dr. Nur Laely, S.E., MM**
- 2. M. Dian Ruhamak, S.E., M.M**

*This study aims to determine the influence of Organizational Citizenship Behavior (OCB) Dimensions which Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportsmanship partially and simultaneously on employee performance at the Ngadiluwih Community Health Center in Kab. Kediri. The sampling method used the accidental sampling method. Respondents in this study were employees who worked at the Ngadiluwih Health Center in Kab. Kediri The number of samples is 40 respondents. The analysis in this study uses multiple linear regression. The results of the study partially obtained that Altruism, Civic Virtue, Conscientiousness, Sportsmanship variables have a positive effect on employee performance at the Ngadiluwih Health Center in Kab. Kediri. While the Courtesy variable has no effect on employee performance at the Ngadiluwih Health Center in Kab. Kediri. Simultaneously the variables of Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportsmanship have a significant effect on employee performance at the Ngadiluwih Health Center in Kab. Kediri.*

**Keywords :** *Organizational Citizenship Behavior, Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportsmanship, employee performance*