

ABSTRACT

This study aims to analyze the effect of training and intrinsic motivation on organizational citizenship behavior (OCB) and employee engagement. Research data in the form of primary data obtained by distributing questionnaires in the form of a list of structured and closed questions and secondary data obtained from reports and documents from PT. Mitra Pinasthika Mustika Auto. The sampling method used is to use a saturated sample where the entire population is sampled with 135 respondents. The method of analysis used in this research is Structural Equation Model (SEM) using Lisrel. The results showed that intrinsic motivation had significant effect on organizational citizenship behavior (OCB) and employee engagement. Training has a significant effect on organizational citizenship behavior (OCB), while significant negative effect on employee engagement. And there is no influence between organizational citizenship behavior (OCB) on employee engagement.

Keywords: Intrinsic Motivation, Training, Organizational Citizenship Behavior (OCB), Employee Engagement



ABSTRAK

Penelitian ini bertujuan untuk menganalisa pengaruh pelatihan dan motivasi intrinsik terhadap *organizational citizenship behavior* (OCB) dan *employee engagement*. Data penelitian berupa data primer yang diperoleh dengan cara menyebarkan kuesioner berupa daftar pertanyaan terstruktur dan bersifat tertutup serta data sekunder yang diperoleh dari laporan dan dokumen dari PT. Mitra Pinasthika Mustika Auto. Metode sampling yang digunakan adalah menggunakan sampel jenuh dimana seluruh populasi dijadikan sampel dengan jumlah 135 responden. Metode analisis yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) menggunakan Lisrel. Hasil penelitian menunjukkan motivasi intrinsik berpengaruh signifikan terhadap *organizational citizenship behavior* (OCB) dan *employee engagement*. Pelatihan berpengaruh signifikan terhadap *organizational citizenship behavior* (OCB), sedangkan berpengaruh signifikan negatif terhadap *employee engagement*. Dan tidak ada pengaruh antara *organizational citizenship behavior* (OCB) terhadap *employee engagement*.

Kata Kunci : Motivasi Intrinsik, Pelatihan, *Organizational Citizenship Behavior* (OCB), *Employee Engagement*

