

## **ABSTRACT**

*This study aims to examine and analyze the effect of Organizational Commitment, Employee Engagement and Organizational Citizenship Behavior (OCB) on Employee Performance at PT TITAN INFRA ENERGY - HEAD OFFICE. The sampling method used was proportionate stratified random sampling. From the population of 160 employees, 110 employees met the criteria to be the sample based on the theory of Isaac and Michael. The method of analysis used in this study is multiple linear regression. The result show that 'conscientiousness' dimension in the OCB has the strongest relationship with 'need for Supervision' dimension in the Employee Performance. Organizational Commitment and Employee Engagement does not significantly influence Employee Performance. Partially Organizational Citizenship Behavior has a positive significant effect on Employee Performance. Simultaneously Organizational Commitment, Employee Engagement and Organizational Citizenship Behavior have a positive and significant effect on Employee Performance.*

*Keyword: Organizational Commitment, Employee Engagement, Organizational Citizenship Behavior and Employee Performance*



## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Organizational Commitment*, *Employee Engagement* dan *Organizational Citizenship Behavior (OCB)* terhadap *Employee Performance* di PT TITAN INFRA ENERGY - KANTOR PUSAT. Metode pengambilan sampel yang digunakan adalah *proportional stratified random sampling*. Dari populasi 160 karyawan, 110 karyawan memenuhi kriteria untuk menjadi sampel berdasarkan teori Isaac dan Michael. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda. Hasil penelitian menunjukkan bahwa dimensi '*conscientiousness*' dalam *Organizational Citizenship Behavior (OCB)* memiliki korelasi yang paling kuat dengan dimensi '*need for supervision*' dalam *Employee Performance*. *Organizational Commitment* dan *Employee Engagement* tidak berpengaruh signifikan terhadap *Employee Performance*. *Organizational Citizenship Behavior* secara parsial memiliki pengaruh positif dan signifikan terhadap *Employee Performance*. *Organizational Commitment*, *Employee Engagement* dan *Organizational Citizenship Behavior (OCB)* secara simultan memiliki pengaruh positif dan signifikan terhadap *Employee Performance*.

Kata Kunci: *Organizational Commitment*, *Employee Engagement*, *Organizational Citizenship Behavior* dan *Employee Performance*

