

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja dan komitmen organisasi terhadap kinerja karyawan dan dimediasi oleh *Organizational Citizenship Behaviour* (OCB). Sample dalam penelitian ini adalah sebanyak 40 karyawan di CV. Prima Motor. Metode pengumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Hasil dari penelitian ini didapatkan hasil bahwa Kepuasan Kerja berpengaruh positif dan signifikan terhadap OCB, Komitmen Organisasi berpengaruh positif dan signifikan terhadap OCB, Kepuasan Kerja berpengaruh negatif dan tidak signifikan terhadap Kinerja Karyawan, Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, OCB berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan, OCB tidak memediasi Kepuasan Kerja terhadap Kinerja Karyawan, dan OCB tidak memediasi Komitmen Organisasi terhadap Kinerja Karyawan.

Kata Kunci : Kepuasan Kerja, Komitmen Organisasi, *Organizational Citizenship Behaviour*, Kinerja Karyawan



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ABSTACT

This study aims to analyze the effect of job satisfaction and organizational commitment on employee performance and is mediated by Organizational Citizenship Behavior (OCB). The sample in this study were as many as 40 employees at CV. Prima Motor. Methods of data collection using survey methods, with the research instrument is a questionnaire. Data analysis method using Partial Least Square. The results of this study show that Job Satisfaction has a positive and significant effect on OCB, Organizational Commitment has a positive and significant effect on OCB, Job Satisfaction has a negative and insignificant effect on Employee Performance, Organizational Commitment has a positive and significant effect on Employee Performance, OCB has a positive and insignificant effect on Employee Performance, OCB does not mediate Job Satisfaction on Employee Performance, and OCB does not mediate Organizational Commitment to Employee Performance.

Keywords : Job Satisfaction, Organizational Commitment, Organizational Citizenship Behaviour, Employee Performance

