

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *self esteem* dan *self efficacy* terhadap kinerja karyawan dengan *organizational citizenship behaviour* sebagai variabel intervening pada PT. PGN MAS. Objek penelitian ini adalah karyawan PT. PGN MAS sebanyak 75 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *self esteem* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* karyawan PT. PGN MAS. *Self efficacy* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* PT. PGN MAS. *Organizational citizenship behavior* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Self esteem* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Self efficacy* berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci : *Organizational Citizenship Behaviour, Self Esteem, Self Efficacy, Kinerja.*



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ABSTRACT

This research aims to examine and analyze the effect of self esteem and self efficacy on employee performance with organizational citizenship behaviour as an intervening variable for employees of PT. PGN MAS. The object of this research is 75 employees of PT. PGN MAS. The approach used in this research is Component or Variance Based Structural Equation Model with analysis tool Smart-PLS. The results showed self esteem that has positive and significant effect on organizational citizenship behaviour. Self efficacy that has positive and significant effect on organizational citizenship behaviour. organizational citizenship behaviour that has positive and significant effect on employee performance. Self Esteem that has positive and significant effect on employee performance. Self Efficacy that has positive and significant effect on employee performance.

Keywords: *Organizational Citizenship Behaviour, Self Esteem, Self Efficacy, Employee Performance.*

