

ABSTRACT

This research is to know the influence of organizational citizenship behavior (OCB), work discipline and work motivation to employee performance. This research object is employee of PT. Fosta Unggul Perdana in production section located in Tangerang. This research was conducted on 90 respondents by using Quantitative Descriptive approach. Therefore, the data analysis used is statistical analysis in the form of multiple linear regression tests.

The results of this study show partially and simultaneously that Organizational Citizenship Behavior (OCB) and Work Motivation affect the performance of employees of PT. Fosta Superior Prime while Work Discipline does not affect the performance of employees of PT. Fosta Superior Prime. This is evidenced from the results of simultaneous test (F test) and partial test results (t test) also shows significant value of two independent variables that support the hypothesis and one variable has a minus significance value. Therefore, the results of this study states that there is a simultaneous influence between the variables Organizational Citizenship Behavior and work motivation on employee performance at PT. Fosta Superior Prime Tanker.

Keywords: *organizational citizenship behavior (OCB), work discipline, work motivation, employee performance, PT. Fosta Superior Prime*



ABSTRAK

Penelitian ini untuk mengetahui pengaruh organizational citizenship behavior (OCB), disiplin kerja dan motivasi kerja terhadap kinerja karyawan. objek penelitian ini adalah karyawan PT. Fosta Unggul Perdana pada bagian produksi yang berlokasi di Tangerang. Penelitian ini dilakukan terhadap 90 responden dengan menggunakan pendekatan deskriptif Kuantitatif. Karena itu, analisa data yang digunakan adalah analisis statistik dalam bentuk uji regresi linear berganda.

Hasil penelitian ini menunjukkan secara parsial dan simultan bahwa Organizational Citizenship Behavior (OCB) dan Motivasi Kerja berpengaruh terhadap kinerja karyawan PT. Fosta Unggul Perdana sementara Disiplin Kerja tidak berpengaruh terhadap kinerja karyawan PT. Fosta Unggul Perdana. Hal ini dibuktikan dari hasil uji simultan (uji F) dan hasil uji parsial (uji t) menunjukkan nilai signifikan dari dua variabel bebas yang mendukung hipotesa dan satu variabel memiliki nilai signifikansi minus. Karena itu hasil penelitian ini menyatakan bahwa terdapat pengaruh secara simultan antara variabel Organizational Citizenship Behavior dan motivasi kerja terhadap kinerja karyawan pada PT. Fosta Unggul Perdana Tangerang.

Kata kunci : organizational citizenship behavior (OCB), disiplin kerja, motivasi kerja, kinerja karyawan, PT. Fosta Unggul Perdana.

