

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi hubungan antara lingkungan kerja, komitmen organisasi, *organizational citizenship behavior* (OCB), dan kinerja karyawan di PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi. Penelitian ini menggunakan pendekatan kuantitatif dengan mengumpulkan data melalui kuesioner yang disebarakan kepada karyawan di PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi. Penelitian ini melibatkan 72 karyawan PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi. Data yang terkumpul dianalisis menggunakan metode analisis data dengan menggunakan SmartPLS 3.0.

Hasil penelitian menunjukkan bahwa lingkungan kerja memiliki pengaruh positif terhadap *Organizational Citizenship Behavior*, komitmen organisasi tidak berpengaruh terhadap *Organizational Citizenship Behavior*, lingkungan kerja berpengaruh positif terhadap kinerja, komitmen organisasi berpengaruh positif terhadap kinerja, dan *Organizational Citizenship Behavior* berpengaruh positif terhadap kinerja karyawan PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi.

Kata Kunci: Lingkungan Kerja, Komitmen Organisasi, *Organizational Citizenship Behavior* (OCB), Kinerja Karyawan.



ABSTRACT

This study aims to investigate the relationship between work environment, organizational commitment, Organizational Citizenship Behavior (OCB), and employee performance at PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi. The research adopts a quantitative approach, collecting data through questionnaires distributed to employees at PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi. The study involves 72 employees of PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi. The collected data were analyzed using data analysis method with SmartPLS 3.0.

The results of the research indicate that work environment has a positive influence on Organizational Citizenship Behavior, organizational commitment does not have a significant effect on Organizational Citizenship Behavior, work environment has a positive influence on performance, organizational commitment has a positive influence on performance, and Organizational Citizenship Behavior has a positive influence on employee performance at PT. PLN (Persero) Unit Pelaksana Transmisi Duri Kosambi.

Keywords: Work Environment, Organizational Commitment, Organizational Citizenship Behavior (OCB), Employee Performance.



UNIVERSITAS
MERCU BUANA