

ABSTRAK

SELLA DWI ANGESTINA (2023), Pengaruh *Organizational Citizenship Behavior* Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada UPT Puskesmas Kisam Ilir. Dibimbing oleh ibu Rosmala Dewi, S.E., M.Si selaku pembimbing I dan ibu Muznah, S.T., M.M, selaku pembimbing ke II.

Penelitian ini bertujuan untuk mengetahui pengaruh *organizational citizenship behavior* dan kepuasan kerja terhadap kinerja pegawai pada UPT Puskesmas Kisam Ilir. Teknik pengumpulan data dalam penelitian ini melalui penyebaran kusioner dengan jumlah populasi sebanyak 45 orang. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan hasil analisis secara parsial ada pengaruh variabel *organizational citizenship behavior* terhadap kinerja pegawai pada UPT Puskesmas Kisam Ilir dengan nilai $t_{hitung} 4,409 > t_{tabel} 2,01808$, ada pengaruh variabel kepuasan kerja terhadap kinerja pegawai pada UPT Puskesmas Kisam Ilir dengan nilai $t_{hitung} 2,297 > t_{tabel} 2,01808$, secara simultan didapatkan ada pengaruh *Organizational Citizenship Behavior* Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada UPT Puskesmas Kisam Ilir dengan nilai $F_{hitung} 145,227 > F_{tabel} 3,21$. Koefisien determinasi (R^2) yang diperoleh sebesar 0,874 hal ini menunjukkan berarti sumbangan ada pengaruh *Organizational Citizenship Behavior* Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada UPT Puskesmas Kisam Ilir sebesar 87,4% sedangkan sisanya 12,6% dipengaruhi oleh variabel lain seperti kemampuan bekerja, motivasi kerja, dan disiplin kerja (Dewi et al., 2023)

Kata Kunci: *Organizational Citizenship Behavior*, Kepuasan Kerja, Kinerja Pegawai

ABSTRACT

SELLA DWI ANGESTINA (2023), The Influence of Organizational Citizenship Behavior and Job Satisfaction on Employees' Performance at the UPT Kisam Ilir community health center. The research was under the guidance of Rosmala Dewi, S.E., M.Si and Muznah, S.T., M.M.,

This research aimed to determine the influence of organizational citizenship behavior and job satisfaction on employee performance at the UPT Kisam Ilir community health center. The data collection technique in this research was through distributing questionnaires to a population of 45 people. The data analysis technique used is multiple linear regression. Based on the partial analysis results, there is an influence of the organizational citizenship behavior variable on employee performance at the UPT Kisam Ilir community health center with a tcount value of 4.409 > ttable 2.01808, there is an influence of the variable job satisfaction on employees' performance at the UPT Kisam Ilir community health center with a tcount value of 2.297 > ttable 2, 01808, simultaneously it was found that there was an influence of Organizational Citizenship Behavior and Job Satisfaction on Employees' Performance at the UPT Kisam Ilir community health center with a value of Fcount 145.227 > Ftable 3.21. The coefficient of determination (R²) obtained was 0.874, this showed that the contribution of Organizational Citizenship Behavior and Job Satisfaction to Employees' Performance at the UPT Kisam Ilir community health center was 87.4% while the remaining 12.6% was influenced by other variables such as work ability, motivation work, and work discipline (Dewi et al., 2023)

Keywords: Organizational Citizenship Behavior, Job Satisfaction, Performance