

ABSTRACT

Rosalia (2024). *The Effect of Organizational Citizenship Behavior and Work Discipline on the Performance of Employees of the UPTD Pengaringan Health Center, Semidang Aji District, Ogan Komering Ulu Regency. This thesis was supervised by Rr. Dimas Veronica P, S.E., M.M and Mr. Angga Wibowo Gultom, S.M.B., M.Si*

This study aims to determine the Influence of Organizational Citizenship Behavior and Work Discipline on the Performance of UPTD Employees of the Pengaringan Health Center, Semidang Aji District, Ogan Komering Ulu Regency, both partially and simultaneously. The data collection technique used in this study was through the distribution of questionnaires. The data analysis technique used is multiple linear regression. Based on the results of the partial hypothesis test (t-test), it is known that there is an Influence of Organizational Citizenship Behavior (X1) on Employee Performance (Y). This result shows that $t\text{-count} (4,101) > t\text{-table} (2.00575)$ then H_0 is rejected and H_a is accepted, meaning that there is an Influence of Organizational Citizenship Behavior on the Performance of UPTD Employees of the Pengaringan Health Center, Semidang Aji District, Ogan Komering Ulu Regency. Meanwhile, the variable of work discipline is known to have the Influence of Work Discipline (X2) on Employee Performance (Y). The results of this study show that $t\text{-count} (3,108) > t\text{-table} (2.00575)$ then H_0 is rejected and H_a is accepted, meaning that there is an Influence of Work Discipline on the Performance of UPTD Employees of the Pengaringan Health Center, Semidang Aji District, Ogan Komering Ulu Regency. Based on the results of the simultaneous test (F), the results show that the $F\text{-count} > F\text{-tabel}$ is $38,380 > 3.17$, then it can be concluded that H_0 is rejected and H_a is accepted, meaning that there is an Influence of Organizational Citizenship Behavior and Work Discipline on the Performance of UPTD Employees of the Pengaringan Health Center, Semidang Aji District, Ogan Komering Ulu Regency. The determination coefficient (R^2) obtained was 0.592. This shows that the contribution of the influence of Organizational Citizenship Behavior and Work Discipline on Employee Performance is 59.2% while the remaining 40.8% is influenced by other variables that are not included in this research model such as ability and expertise (Kasmir, 2019:189-193). The results of this study are supported by research conducted by Sahwitri Triandani where the results of the study show 84.3% Organizational Citizenship Behavior and Work Discipline on Employee Performance at PT. Inti Kharisma Mandiri Riau Pekanbaru.

Keywords: Organizational Citizenship Behavior, Work Discipline and Employee Performance

ABSTRAK

Rosalia (2024). Pengaruh *Organizational Citizenship Behavior* Dan Disiplin Kerja Terhadap Kinerja Pegawai Uptd Puskesmas Pengaringan Kecamatan Semidang Aji Kabupaten Ogan Komering Ulu. Dibimbing oleh ibu Rr. Dimas Veronica P, S.E.,M.M selaku pembimbing I dan bapak Angga Wibowo Gultom, S.M.B.,M.Si, selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh *Organizational Citizenship Behavior* dan Disiplin Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Pengaringan Kecamatan Semidang Aji Kabupaten Ogan Komering Ulu baik secara parsial maupun simultan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan berdasarkan hasil pengujian hipotesis secara parsial (uji t) diketahui bahwa ada Pengaruh *Organizational Citizenship Behavior* (X_1) Terhadap Kinerja Pegawai (Y). Hasil ini menunjukkan bahwa $t_{hitung} (4,101) > t_{tabel} (2,00575)$ maka H_0 ditolak dan H_a diterima, artinya ada Pengaruh *Organizational Citizenship Behavior* Terhadap Kinerja Pegawai UPTD Puskesmas Pengaringan Kecamatan Semidang Aji Kabupaten Ogan Komering Ulu. Sedangkan variabel disiplin kerja diketahui bahwa ada Pengaruh Disiplin Kerja (X_2) Terhadap Kinerja Pegawai (Y). Hasil penelitian ini menunjukkan bahwa $t_{hitung} (3,108) > t_{tabel} (2,00575)$ maka H_0 ditolak dan H_a diterima, artinya bahwa Ada Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Pengaringan Kecamatan Semidang Aji Kabupaten Ogan Komering Ulu. Berdasarkan hasil pengujian secara simultan (F) hasil menunjukkan bahwa $F_{hitung} > F_{tabel}$ yaitu sebesar $38,380 > 3.17$ maka dapat disimpulkan bahwa H_0 ditolak dan H_a diterima, artinya ada Pengaruh *Organizational Citizenship Behavior* dan Disiplin Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Pengaringan Kecamatan Semidang Aji Kabupaten Ogan Komering Ulu. Koefisien determinasi (R^2) yang diperoleh sebesar 0.592. Hal ini menunjukkan berarti sumbangan pengaruh *Organizational Citizenship Behavior* dan Disiplin Kerja terhadap Kinerja Pegawai sebesar 59,2% sedangkan sisanya 40,8% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti kemampuan dan keahlian (Kasmir, 2019:189-193). Hasil penelitian ini didukung oleh penelitian yang dilakukan oleh Sahwitri Triandani dimana hasil penelitian tersebut menunjukkan 84,3% *Organizational Citizenship Behavior* dan Disiplin Kerja terhadap Kinerja karyawan pada PT. Inti Kharisma Mandiri Riau Pekanbaru.

Kata Kunci: *Organizational Citizenship Behavior* Disiplin Kerja dan Kinerja Pegawai