

ABSTRACT

The title of this research is The Effects of Workloads and Organizational Citizenship Behavior (OCB) on Employees Performance at PT. Sinar Roda Utama Surabaya. The aims of this research are (1) to determine whether the workloads variable has positive and significant effect on employees performance at PT. Sinar Roda Utama Surabaya, (2) to determine whether Organizational Citizenship Behavior (OCB) variable has positive and significant effect on employees performance at PT. Sinar Roda Utama Surabaya, (3) whether the workloads and organizational citizenship behavior variables have positive and significant effect on the employees performance at PT. Sinar Roda Utama Surabaya simultaneously. The samples in this research were 56 employees by using the proportional random sampling technique. The method used is multiple linear regression analysis.

Using this method, the results indicate that (1) workloads variable has negative and significant effect on the employees performance variable. (2) organizational citizenship behavior variable has positive and significant effect on the employees performance variable, (3) workloads and organizational citizenship behavior have effect the performance simultaneously

Keywords: Workloads, Organizational Citizenship Behavior, Employees Performance

ABSTRAK

Penelitian ini berjudul, Pengaruh Beban Kerja dan *Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Karyawan PT. Sinar Roda Utama Surabaya. Tujuan dalam penelitian ini adalah (1) menentukan apakah variabel beban kerja berpengaruh terhadap kinerja karyawan pada PT. Sinar Roda Utama Surabaya. (2) menentukan apakah variabel *organizational citizenship behavior* berpengaruh terhadap kinerja karyawan pada PT. Sinar Roda Utama Surabaya. (3) menentukan apakah variabel beban kerja dan *organizational citizenship behavior* berpengaruh secara simultan terhadap kinerja karyawan pada PT. Sinar Roda Utama Surabaya. Sampel dalam penelitian ini adalah 56 karyawan dengan menggunakan teknik *propotional random sampling*. Metode yang digunakan adalah analisis regresi linier berganda.

Berdasarkan hasil analisis dan pembahasan, maka dapat disimpulkan bahwa, (1) secara parsial variabel beban kerja berpengaruh negatif dan signifikan terhadap variabel kinerja. (2) secara parsial variabel *organizational citizenship behavior* berpengaruh positif dan signifikan terhadap variabel kinerja. (3) secara simultan beban kerja dan *organizational citizenship behavior* berpengaruh terhadap kinerja.

Kata Kunci : Beban Kerja, *Organizational Citizenship Behavior*, Kinerja Karyawan