

Abstrak

Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja dan komitmen organisasi terhadap Organizational Citizenship Behavior (OCB) dan kinerja, serta menguji Organizational Citizenship Behavior (OCB) sebagai pemediasi dalam hubungan lingkungan kerja dan komitmen organisasi terhadap kinerja pegawai Kantor Kecamatan Bangkalan. Data diperoleh dari survey ke seluruh populasi pegawai Kantor Kecamatan Bangkalan sebanyak 150 orang. Model struktural dengan menggunakan metode Partial Least Square (PLS) digunakan untuk analisis data mengindikasikan bahwa lingkungan kerja dan komitmen organisasi berpengaruh signifikan dan positif terhadap Organizational Citizenship Behavior (OCB), lingkungan kerja dan komitmen organisasi berpengaruh signifikan dan positif terhadap kinerja pegawai, Organizational Citizenship Behavior (OCB) berpengaruh signifikan dan positif terhadap kinerja pegawai, dan Organizational Citizenship Behavior (OCB) mampu memediasi hubungan antara lingkungan kerja dan komitmen organisasi terhadap kinerja pegawai.

Kata kunci: Lingkungan Kerja, Komitmen Organisasi, Organizational Citizenship Behavior (OCB), Kinerja Pegawai.

Abstract

This study aims to examine the effect of the work environment and organizational commitment on Organizational Citizenship Behavior (OCB) and performance, as well as test Organizational Citizenship Behavior (OCB) as a mediator in work environment relations and organizational commitment to the performance of Bangkalan District Office employees. The data was obtained from a survey of the entire population of 150 Bangkalan District Office employees. The structural model using the Partial Least Square (PLS) method is used for data analysis indicating that the work environment and organizational commitment have a significant and positive effect on Organizational Citizenship Behavior (OCB), work environment and organizational commitment have a significant and positive effect on employee performance, Organizational Citizenship Behavior (OCB) has a significant and positive effect on employee performance, and Organizational Citizenship Behavior (OCB) is able to mediate the relationship between work environment and organizational commitment to employee performance.

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