

ABSTRACT

The purpose of this research is to examine and analyze the influence of organizational culture, work motivation and organizational citizenship behavior (OCB) to employee performance. This research is conducted in Pamekasan Regency Government. The samples of this research are 116 respondents. The sample technique which used in this research is proportional stratified random sampling. And then, this study employs questionnaire by a large number of answers based on a 5-point likert scale to collect the needed data and information. The result of this research reveals that the work motivation and organizational citizenship behavior (OCB) influence significantly to employee performance in Pamekasan Regency Government. Nevertheless, organizational culture do not influence significantly to employee performance in Pamekasan Regency Government.

Keyword: organizational culture, work motivation, organizational citizenship behavior (OCB), employee performance.

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh budaya organisasi, motivasi kerja dan *organizational citizenship behavior* (OCB) terhadap kinerja pegawai. Penelitian ini dilakukan di Pemerintah Kabupaten Pamekasan . Jumlah sampel dalam penelitian ini adalah 116 responden. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah *proportional stratified random sampling*. Hasil penelitian ini menunjukkan bahwa motivasi kerja dan *organizational citizenship behavior* (OCB) berpengaruh signifikan terhadap kinerja pegawai di PEMKAB Pamekasan. Namun, budaya organisasi tidak berpengaruh signifikan terhadap kinerja pegawai di PEMKAB Pamekasan.

Kata kunci: budaya organisasi, motivasi kerja, *organizational citizenship behavior* (OCB), kinerja pegawai.