

ABSTRAK

Nurul Aida Sudibyo, 130211100127. Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Melalui Organization Citizenship Behavior (OCB) Sebagai Variabel Mediasi Pada PT. Panca Mitra Multiperdana. Dibawah bimbingan Bapak Faidal, SE., MM

Pada penelitian ini bertujuan untuk mengeksplorasi pengaruh motivasi kerja terhadap *organization citizenship behavior* (OCB) dan kinerja karyawan, dan pengaruh langsung *organization citizenship behavior* terhadap kinerja karyawan, serta peran mediasi *organization citizenship behavior* (OCB) pada hubungan motivasi kerja dan kinerja karyawan. Metode penelitian yang digunakan adalah kuantitatif, dengan jumlah sampel yang digunakan sebanyak 83 responden. Temuan penelitian ini mengungkapkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap *organization citizenship behavior*, *organization citizenship behavior* berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan *organization citizenship behavior* dapat memediasi secara positif dan signifikan pada hubungan motivasi kerja dan kinerja karyawan.

kata kunci: motivasi kerja, *organization citizenship behavior*, dan kinerja karyawan.

ABSTRACT

Nurul Aida Sudiby, 130211100127. The Influence Of Work Motivation On Employee Performance Through Organization Citizenship Behavior As A Mediating Variabel In PT. Panca Mitra Multiperdana. Under the guidance of Mr. Faidal,SE,.MM

The study aims to explore the effect of work motivation on organization citizenship behavior (OCB) and employee performance and the mediating role of organization citizenship behavior (OCB) on the relationship of work motivation and employee performance. The research method used is quantitative with a total sample of 83 respondents. The findings of this study reveal that work motivation has a positive and significant effect on organization citizenship behavior, organization citizenship behavior has a positive and significant effect on employee performance, work motivation has a positive and significant effect on employee performance, and organization citizenship behavior can mediate positively and significantly on motivational relationship work and employee performance.

Keyword: work motivation, organization citizenship behavior, and employee performance