

ABSTRAK

Moh Zamroji. Pengaruh Dimensi *Organizational Citizenship Behavior* Terhadap Kinerja Karyawan Pada Perusahaan Daerah Air Minum (PDAM) Sumber Pocong Cabang Bangkalan dibawah Bimbingan Drs. Ec. Mudji Kuswinarno, M.Si dan Faidal,SE.,MM

Tujuan dalam penelitian ini adalah mengetahui pengaruh dimensi *Organizational Citizenship Behavior* yang berupa *Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue*, terhadap kinerja karyawan .Mengetahui *Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue*, mana yg berpengaruh dominan terhadap kinerja karyawan .Jenis data dalam penelitian ini adalah kuantitatif dengan Alat analisis menggunakan regresi linear berganda.

Hipotesis dalam penelitian ini ada pengaruh positif antara *Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue*, terhadap kinerja karyawan dan *Conscientiousness* berpengaruh dominan terhadap kinerja karyawan . Berdasarkan hasil pengujian menunjukkan bahwa semua hipotesis berpengaruh kecuali *Civic Virtue* tidak dapat diterima.

Kesimpulan penelitian ini menunjukkan bahwa variable *Altruism* (X1) mempunyai pengaruh signifikan terhadap Kinerja Karyawan PDAM Sumber Pocong Bangkalan (Y) nilai probabilitas t-hitung $(0,000) < \text{level of significant } (0,05)$. Variable *Courtesy* (X2) mempunyai pengaruh signifikan terhadap Kinerja Karyawan PDAM Sumber Pocong Bangkalan (Y) nilai probabilitas t-hitung $(0,000) < \text{level of significant } (0,05)$. Variabel *Conscientiousness* (X3) mempunyai pengaruh signifikan terhadap Kinerja Karyawan PDAM Sumber Pocong Bangkalan (Y) nilai probabilitas t-hitung $(0,000) < \text{level of significant } (0,05)$. Variabel *Sportsmanship* (X4) mempunyai pengaruh signifikan terhadap Kinerja Karyawan PDAM Sumber Pocong Bangkalan (Y) nilai probabilitas t-hitung $(0,000) < \text{level of significant } (0,05)$. Variabel *Civic Virtue* (X5) mempunyai pengaruh signifikan terhadap Kinerja Karyawan PDAM Sumber Pocong Bangkalan (Y) nilai probabilitas t-hitung $(0,000) < \text{level of significant } (0,05)$. Variable *Altruism* (X1), *Courtesy* (X2), *Conscientiousness* (X3), *Sportsmanship* (X4), *Civic Virtue* (X5) berpengaruh bersama-sama terhadap Kinerja Karyawan PDAM Sumber Pocong Bangkalan (Y) nilai probabilitas F-hitung $(0,000) < \text{level of significant } (0,05)$

Kata Kunci : *Organizational Citizenship Behavior (Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue)*, Kinerja Karyawan.

ABSTRACT

Moh Zamroji . The Influence of Dimensions of Organizational Citizenship Behavior on Employee Performance of Perusahaan Daerah Air Minum (PDAM) Sumber Pocong of Branch Bangkalan under the guidance of Drs. Ec. Mudji Kuswinarno, M.Si And Faidal,SE.,MM

The purpose of this research is to know the influence of dimensions of organizational citizenship behavior in the form of Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue of employee performance and to know the dominant influence between Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue, toward employee performance . the type of data in this research is quantitative whin using multiple linear regression analysis.

The hypothesis in this research is there a positive influence between Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue of employee performance and conscientiousness whin had dominant influence toward of employee performance . based on the test results show that all hypothesis except civic virtue is acceptable.

The conclusion of the research indicates that Altruism variable (X1) had a significant influence on employee performance of employee of PDAM Sumber Pocong of Branch Bangkalan (Y). t-probability values (count (0.000) level of significant < (0.05). variable Courtesy (X2) had a significant influence on employee performance of employee of PDAM Sumber Pocong of Branch Bangkalan (Y). t-probability values (count (0.000) level of significant < (0.05). Variable Conscientiousness (X3) had a significant influence on employee performance of employee of PDAM Sumber Pocong of Branch Bangkalan (Y). t-probability values (count (0.000) level of significant < (0.05). Variable Sportsmanship (X4) had a significant influence on employee performance of employee of PDAM Sumber Pocong of Branch Bangkalan (Y). t-probability values (count (0.000) level of significant < (0.05). Variable Civic Virtue (X5) had a significant influence on employee performance of employee of PDAM Sumber Pocong of Branch Bangkalan (Y). t-probability values (count (0.000) level of significant < (0.05). Altruism (X1), Courtesy (X2), Conscientiousness (X3), Sportsmanship (X4), Civic Virtue (X5) effect together toward performance of employee of PDAM Sumber Pocong of Branch Bangkalan. (F probability value (0.000) to calculate the level of significant < (0.05).

Keywords : Organizational Citizenship Behavior (Altruism, Courtesy, Conscientiousness, Sportsmanship, Civic Virtue), Kinerja Karyawan.