

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh komitmen organisasi dan kepuasan kerja terhadap *organizational citizenship behavior* dan kinerja karyawan. Variabel yang digunakan dalam penelitian ini adalah variabel bebas yang terdiri dari komitmen organisasi dan kepuasan kerja, variabel *intervening organizational citizenship behavior* dan variabel terikat kinerja karyawan. Data yang dikumpulkan menggunakan teknik kuesioner, sampel yang digunakan sebanyak 57 responden. Teknik pengambilan sampel dengan menggunakan *proportionate stratified sampling*. Metode analisis dalam penelitian ini adalah *Partial Least Square* (PLS).

Hasil penelitian ini menunjukkan bahwa Komitmen organisasi mempunyai pengaruh yang signifikan terhadap Kinerja karyawan, Komitmen organisasi mempunyai pengaruh yang signifikan terhadap *Organizational Citizenship Behaviour* (OCB), Kepuasan Kerja mempunyai pengaruh yang signifikan terhadap *Organizational Citizenship Behaviour* (OCB), Kepuasan kerja mempunyai pengaruh yang signifikan terhadap kinerja karyawan, *Organizational Citizenship Behaviour* (OCB) mempunyai pengaruh yang signifikan terhadap kinerja karyawan pada Dinas Pendapatan Pengelolaan Keuangan dan Aset Daerah (DPPKAD) Bantul.

Kata kunci : komitmen organisasi, kepuasan kerja, *organizational citizenship behavior* dan kinerja karyawan.

Abstract

The objective of this research is to analyze the influence of organizational commitment and job satisfaction towards organizational citizenship behavior and employee performance. The variables of this research are the independent variables of organizational commitment and job satisfaction, the intervening variable of organizational citizenship behavior and dependent variable of employee performance. The data were collected by using questionnaire technique with sample of 57 respondents. And the proportionate stratified sampling is conducted as the sampling technique. Furthermore, the method of analysis in this research is Partial Least Square (PLS).

Eventually, the results indicate that The commitment the organization has a significant influence on employee performance, Organizational commitment has a significant influence on Organizational Citizenship Behaviour (OCB), Job satisfaction has a significant influence on Organizational Citizenship Behaviour (OCB), Job satisfaction has influence significantly to the performance of employees, Organizational Citizenship Behaviour (OCB) have significant influence on the performance of employees at the Department of Revenue Finance and Asset Management Area (DPPKAD) Bantul.

Keywords: organizational commitment, job satisfaction, organizational citizenship behavior and employee performance.