

ABSTRAK

Chavira Rezhah Safutri, (64191157), Pengaruh Kompetensi dan Organisasi Kewargaan (*Organizational Citizenship Behavior*) Terhadap Kinerja Karyawan PT. Mustika Ratu, Tbk.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kompetensi dan organisasi kewargaan (*Organizational Citizenship Behavior*) terhadap kinerja karyawan. Metode penelitian yang digunakan adalah analisis deskriptif dan metode regresi linear berganda. Populasi dalam penelitian ini adalah seluruh karyawan PT. Mustika Ratu, Tbk Bagian Personalia yang berjumlah 30 orang. Sampel yang digunakan dalam penelitian ini sebanyak 30 orang. Teknik penarikan sampel yang penulis gunakan dalam penelitian ini adalah *nonprobability* sampling dengan teknik sampling jenuh atau sensus. Hasil Penelitian dan uji simultan (Uji F) menunjukkan bahwa nilai Fhitung adalah 87,747 dengan tingkat signifikansi 0,000 dan Ftabel 3,35. Hal ini menunjukkan bahwa nilai Fhitung > Ftabel ($87,747 > 3,35$) yang berarti H_a diterima dan H_o ditolak, artinya kompetensi dan organisasi kewargaan (*organizational citizenship behavior*) secara simultan berpengaruh signifikan terhadap kinerja karyawan. Berdasarkan hasil perhitungan koefisien korelasi (R) sebesar 0,931 yang berarti bahwa korelasi antara variabel kompetensi dan organisasi kewargaan (*organizational citizenship behaviour*) secara simultan terhadap kinerja karyawan ada hubungan yang sangat kuat. Sementara hasil analisa koefisien determinasi (R square) sebesar 0,867 atau 86,70% yang berarti secara bersama-sama kedua variabel bebas kompetensi dan organisasi kewargaan (*organizational citizenship behavior*) memberikan kontribusi sebesar 86.70% terhadap kinerja karyawan. Sisanya 13,3% dipengaruhi oleh faktor-faktor dari luar kedua variabel bebas tersebut.

Kata Kunci: Kompetensi, organisasi kewargaan (*organizational citizenship behaviour*) dan kinerja karyawan

ABSTRACT

Chavira Rezia Safutri, (64191157), *The Influence of Competence and Organizational Citizenship Behavior on Employee Performance at PT. Mustika Ratu, Tbk.*

The purpose of this study was to determine and analyze the influence of competence and organizational citizenship (Organizational Citizenship Behavior) on employee performance. The research method used is descriptive analysis and multiple linear regression methods. The population in this study were all employees of PT. Mustika Ratu, Tbk Personnel Division, totaling 30 people. The sample used in this study was 30 people. The sampling technique that the authors used in this study was nonprobability sampling with saturated or census sampling techniques. The results of the research and simultaneous test (F_{test}) show that the F_{count} value is 87.747 with a significance level of 0.000 and F_{table}

3.35. This shows that the value of $F_{count} > F_{table}$ ($87.747 > 3.35$) which means that H_a is accepted and H_o is rejected, meaning that competency and organizational citizenship behavior simultaneously have a significant effect on employee performance. Based on the calculation of the correlation coefficient (R) of 0.931, it means that there is a very strong relationship between the competency variables and organizational citizenship behavior (organizational citizenship behavior) simultaneously on employee performance. While the results of the analysis of the coefficient of determination (R^2 square) is 0.867 or 86.70%, which means that together the two independent variables of competence and organizational citizenship (organizational citizenship behavior) contribute 86.70% to employee performance. The remaining 13.3% is influenced by factors outside the two independent variables.

Keywords: Competence, organizational citizenship behavior and employee performance.