

ABSTRAK

BUDAYA ORGANISASI DAN KECERDASAN INTELEKTUAL TERHADAP KINERJA PEGAWAI MELALUI *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* SEBAGAI VARIABEL INTERVENING PADA SATUAN POLISI PAMONG PRAJA KABUPATEN LABUHANBATU

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Penelitian ini bertujuan untuk mengetahui apakah Budaya Organisasi dan Kecerdasan Intelektual berpengaruh terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening pada pegawai Satuan Polisi Pamong Praja Kabupaten Labuhanbatu. Penelitian dilakukan terhadap pegawai tetap (PNS) pada Satuan Polisi Pamong Praja Kabupaten Labuhanbatu. Populasi dalam penelitian ini sebanyak 73 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 73 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap *Organizational Citizenship Behavior*, 2) terdapat pengaruh positif dan signifikan antara Kecerdasan Intelektual terhadap *Organizational Citizenship Behavior*, 3) terdapat pengaruh positif dan signifikan antara variabel Budaya Organisasi terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara Kecerdasan Intelektual terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara *Organizational Citizenship Behavior* terhadap Kinerja, 6) Terdapat pengaruh antara Budaya Organisasi terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening, 7) Terdapat pengaruh antara Kecerdasan Intelektual terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening.

Kata Kunci: Budaya Organisasi, Kecerdasan Intelektual, Kinerja, dan *Organizational Citizenship Behavior*.

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE AND JOB CHARACTERISTICS ON EMPLOYEE PERFORMANCE THROUGH MOTIVATION AS AN INTERVENING VARIABLE IN SATUAN POLISI PAMONG PRAJA OF LABUHANBATU DISTRICT

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This research aims to find out whether Organizational Culture and Intellectual Intelligence influence Performance through Organizational Citizenship Behavior as an intervening variable for employees of the Labuhanbatu Regency Civil Service Police Unit. The research was conducted on permanent employees (PNS) at the Labuhanbatu Regency Civil Service Police Unit. The population in this study was 73 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 73 people. The data collection technique used is primary data in the form of a questionnaire and secondary data obtained through documentation studies. The data analysis technique uses quantitative data processed with the SPSS version 25 program, namely the t test, Sobel test and path analysis. The results obtained in this research show 1) there is a positive and significant influence between Organizational Culture on Organizational Citizenship Behavior, 2) there is a positive and significant influence between Intellectual Intelligence on Organizational Citizenship Behavior, 3) there is a positive and significant influence between the Organizational Culture variable on Performance , 4) there is a positive and significant influence between Intellectual Intelligence on Performance, 5) there is a positive and significant influence between Organizational Citizenship Behavior on Performance, 6) There is an influence between Organizational Culture on Performance through Organizational Citizenship Behavior as an intervening variable, 7) There is an influence between Intellectual Intelligence on Performance through Organizational Citizenship Behavior as an intervening variable.

Keywords : Organizational Culture, Intellectual Intelligence, Performance, and Organizational Citizenship Behavior.