

**PENGARUH BUDAYA ORGANISASI DAN *SELF ESTEEM* TERHADAP
KINERJA PEGAWAI MELALUI *ORGANIZATIONAL CITIZENSHIP
BEHAVIOR* SEBAGAI VARIABEL INTERVENING PADA BADAN
KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA
KABUPATEN KARO**

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui apakah Budaya Organisasi dan *Self Esteem* berpengaruh terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening pada pegawai Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kabupaten Karo. Penelitian dilakukan terhadap pegawai tetap pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kabupaten Karo. Populasi dalam penelitian ini sebanyak 33 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 33 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 *Self Esteem* terhadap *Organizational Citizenship Behavior*, 3) terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara *Self Esteem* 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 *Self Esteem* terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening.

Kata Kunci: Budaya Organisasi, Kinerja, *Organizational Citizenship Behavior*, dan *Self Esteem*.

THE INFLUENCE OF ORGANIZATIONAL CULTURE AND SELF-ESTEEM ON EMPLOYEE PERFORMANCE THROUGH ORGANIZATIONAL CITIZENSHIP BEHAVIOR AS AN INTERVENING VARIABLE IN BADAN KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA KABUPATEN KARO

ABSTRACT

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This study aims to determine whether Organizational Culture and Self Esteem influence Performance through Organizational Citizenship Behavior as an intervening variable on employees of the Karo Regency Personnel and Human Resources Development Agency. The study was conducted on permanent employees at the Karo Regency Personnel and Human Resources Development Agency. The population in this study was 33 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 33 people. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data processed with the SPSS version 25 program, namely the t-test, Sobel test and path analysis. The results of this study indicate: 1) there is a positive and significant influence between Organizational Culture and Organizational Citizenship Behavior, 2) there is a positive and significant influence between Self-Esteem and Organizational Citizenship Behavior, 3) there is a positive and significant influence between Organizational Culture and Performance, 4) there is a positive and significant influence between Self-Esteem and Performance, 5) there is a positive and significant influence between Organizational Citizenship Behavior and Performance, 6) there is an influence between Organizational Culture and Performance through Organizational Citizenship Behavior as an intervening variable, and 7) there is an influence between Self-Esteem and Performance through Organizational Citizenship Behavior as an intervening variable.

Keywords: Organizational Citizenship Behavior, Organizational Culture, Performance, and Self-Esteem.