

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE (Research on Production Employees at a Convection Company CV. Kinza Exclusive Tasikmalaya)

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The objectives of this research was to determine and analyze Organizational Citizenship Behavior (OCB), Organizational Commitment and Performance of Production Employees at CV. Kinza Exclusive. As well as the influence of Organizational Citizenship Behavior (OCB) and Organizational Commitment on the Performance of Production Employees at CV. Kinza Exclusive. The research method used in this study was the survey method, while the type of data used in this study was primary data. This study is the production employees of CV. Kinza Exclusive, with a sampling technique using the saturated sample method or census to 85 employees. The data analysis technique used was path analysis. The results of the study explain that Organizational Citizenship Behavior (OCB), Organizational Commitment and Performance of Production Employees at CV. Kinza Exclusive are included in the good category. The results of the study also prove that Organizational Citizenship Behavior (OCB) and Organizational Commitment have an effect on the Performance of Production Employees at CV. Kinza Exclusive.

Keywords: *Organizational Citizenship Behavior (OCB), Organizational Commitment, Employee Performance.*

ABSTRAK

PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) DAN KOMITMEN ORGANISASI TERHADAP KINERJA KARYAWAN (Penelitian pada Karyawan Bagian Produksi Di Perusahaan Konveksi CV. Kinza Exclusive Tasikmalaya)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis *Organizational Citizenship Behavior* (OCB), Komitmen Organisasi dan Kinerja Karyawan Bagian Produksi di CV. Kinza Exclusive. Serta pengaruh *Organizational Citizenship Behavior* (OCB) dan Komitmen Organisasi Terhadap Kinerja Karyawan Bagian Produksi di CV. Kinza Exclusive. Metode penelitian yang digunakan dalam penelitian ini adalah metode survei, sedangkan jenis data yang digunakan dalam penelitian ini adalah data primer. Penelitian ini adalah karyawan bagian produksi CV. Kinza Exclusive, dengan teknik penarikan sampel menggunakan metode sampel jenuh atau sensus kepada sebanyak 85 karyawan. Teknik analisis data yang digunakan adalah analisis jalur (*path analisis*). Hasil penelitian menjelaskan bahwa *Organizational Citizenship Behavior* (OCB), Komitmen Organisasi dan Kinerja Karyawan Bagian Produksi di CV. Kinza Exclusive termasuk dalam kategori baik. Hasil penelitian juga membuktikan bahwa *Organizational Citizenship Behavior* (OCB) dan Komitmen Organisasi berpengaruh terhadap Kinerja Karyawan Bagian Produksi di CV. Kinza Exclusive.

Kata Kunci: *Organizational Citizenship Behavior* (OCB), Komitmen Organisasi, Kinerja Karyawan.