

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis (1) pengaruh positif dan signifikan komitmen organisasi terhadap kinerja pegawai, (2) pengaruh positif dan signifikan kompetensi terhadap kinerja pegawai, (3) pengaruh positif dan signifikan *organizational citizen behavior (ocb)* terhadap kinerja pegawai, (4) pengaruh signifikan komitmen organisasi, kompetensi dan *organizational citizen behavior (ocb)* secara bersamaan terhadap kinerja pegawai.

Penelitian ini merupakan penelitian jenis studi kausal komparatif, pendekatan yang digunakan dalam penelitian ini adalah pendekatan survey kuantitatif. Subjek penelitian ini adalah pegawai Dinas Kesehatan Kabupaten Banggai. Objek pada penelitian ini adalah kinerja pegawai, komitmen organisasi, kompetensi dan *organizational citizen behavior*. Populasi dalam penelitian ini adalah 75 pegawai. Teknik pengumpulan data dalam penelitian ini menggunakan metode kuesioner. Uji Instrumen meliputi uji validitas dan uji reliabilitas. Uji asumsi klasik meliputi uji normalitas, linieritas, heterokedastisitas dan multikolinieritas. Teknik analisis data menggunakan analisis regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa (1) terdapat pengaruh positif dan signifikan komitmen organisasi terhadap kinerja pegawai, (2) tidak terdapat pengaruh kompetensi terhadap kinerja pegawai, (3) terdapat pengaruh positif dan signifikan *organizational citizen behavior (ocb)* terhadap kinerja pegawai, (4) terdapat pengaruh signifikan komitmen organisasi, kompetensi dan *organizational citizen behavior (ocb)* secara bersamaan terhadap kinerja pegawai.

Kata kunci: kinerja pegawai, komitmen organisasi, kompetensi, *organizational citizen behavior*.

## **ABSTRACT**

*The aim of this research was to analyze (1) a positive and significant impact of organizational commitment on employees, (2) a positive and significant impact of competence on employee performance, (3) a positive and significant impact of organizational citizen behavior (ocb) on employee performance, (4) the significant impact of the organization's commitment, competence and organizational citizen behavior (ocb) on employee performance.*

*This study include a correlational research, this research used the quantitative survey approach. The research subject are the employees of Banggai District Health Office. The object of this research are employee performance, organizational commitment, competence and organizational citizen behavior. The population in this study are 75 employees. The data were collected by questionnaire. Instrument testing includes the tests of validity and reliability. Analysis prerequisite include normality test, linierity test, heterokedasticity test and multikolinierity test. The data were analyzed with multiple linear regression methods.*

*The result show that (1) there was a positive and significant impact of organizational commitment on employees, (2) there was no impact of competence on employee performance, (3) there was a positive and significant impact of organizational citizen behavior (ocb) on employee performance, (4) there was a significant impact of the organization's commitment, competence and organizational citizen behavior (ocb) on employee performance.*

*Keywords : employee performance, organizational commitment, competence, organizational citizen behavior.*