

ABSTRAK
Pengaruh Kecerdasan Emosional, Komitmen Organisasi dan
***Organizational Citizenship Behavior* Terhadap Kinerja**
Karyawan Waroeng Spesial Sambal (SS)

Studi kasus pada karyawan Waroeng Spesial Sambal (SS) Yogyakarta

Tesar Hariyadi

tesarndut@gmail.com

Drs. Subarjo, M.si.

Penelitian ini bertujuan untuk mengetahui pengaruh kecerdasan emosional, komitmen organisasi dan *organizational citizenship behavior* (ocb) terhadap kinerja karyawan dengan sebagai variabel intervening (studi kasus Waroeng Spesial Sambal SS. Populasi dalam penelitian ini adalah karyawan Waroeng Spesial Sambal SS. Sampel penelitian ini adalah 100 responden. Teknik pengambilan sampel yang akan digunakan dalam penelitian ini adalah sampel berstrata proporsional (*Proportional Stratified Random Sampling*). Variabel penelitian ini menggunakan tiga variabel yaitu independen, intervening dan dependen. Data diolah dengan menggunakan SPSS 16. Hasil penelitian menunjukkan bahwa variabel kecerdasan emosional dan komitmen organisasi berpengaruh terhadap kinerja karyawan. Sedangkan variabel *organizational citizenship behavior* tidak berpengaruh signifikan terhadap kinerja karyawan. Secara simultan semua variabel independen berpengaruh signifikan terhadap kinerja karyawan dengan nilai R-square 20,5 %.

Kata Kunci:

Kecerdasan Emosional (KE), Komitmen Organisasi (KO), *Organizational Citizenship Behavior* (OCB), Kinerja Karyawan (KK).

ABSTRACT

***The Effect Of Emotional Intelligence, Organizational
Commitment and Organizational Citizenship Behavior On
Employee Performance Waroeng Spesial Sambal (SS)***

Case study on employees of Waroeng Spesial Sambal (SS) Yogyakarta

Tesar Hariyadi

tesarndut@gmail.com

Drs. Subarjo, M.si.

This study aims to determine the effect of emotional intelligence, organizational commitment and organizational citizenship behavior (OCB) on employee performance as an intervening variable (case study of Waroeng Spesial Sambal SS. The population in this study were employees of Waroeng Spesial Sambal SS. The sample of this study was 100 respondents The sampling technique to be used in this study is Proportional Stratified Random Sampling. The variables of this study use three variables, namely independent, intervening and dependent. The data is processed using SPSS 16. The results of the study indicate that the variables of emotional intelligence and commitment organization affects employee performance, while the variable organizational citizenship behavior does not have a significant effect on employee performance Simultaneously all independent variables have a significant effect on employee performance with a R-square value of 20.5%.

KEYWORD:

*Emotional Intelligence, Organizational Commitment and Organizational
Citizenship Behavior On Employee Performance*