

ABSTRAK

Jaka Priyatna, NIM. 7163210034 “Pengaruh *Organizational Citizenship Behavior* (OCB) dan Displin Kerja Terhadap Kinerja Pegawai Balai Besar Pengembangan Penjaminan Mutu Pendidikan Vokasi Bidang Bangunan dan Listrik (BBPPMPV BBL)” Skripsi Jurusan Manajemen, Fakultas Ekonomi Universitas Negeri Medan, 2023.

Penelitian ini bertujuan untuk mengetahui Pengaruh *Organizational Citizenship Behavior* (OCB) dan Displin Kerja Terhadap Kinerja Pegawai Balai Besar Pengembangan Penjaminan Mutu Pendidikan Vokasi Bidang Bangunan dan Listrik (BBPPMPV BBL). Populasi dalam penelitian ini sebanyak 159 orang pegawai dan sampel yang digunakan sebanyak 110 orang responden dengan teknik *Stratified sampling*. Pengolahan data menggunakan SPSS 25.0 *for windows*. Berdasarkan hasil penelitian secara parsial menunjukkan bahwa terdapat pengaruh positif dan signifikan variabel *Organizational Citizenship Behavior* (OCB) terhadap kinerja pegawai Balai Besar Pengembangan Penjaminan Mutu Pendidikan Vokasi Bidang Bangunan dan Listrik (BBPPMPV BBL) dan terdapat pengaruh positif dan signifikan variabel disiplin kerja terhadap kinerja pegawai Balai Besar Pengembangan Penjaminan Mutu Pendidikan Vokasi Bidang Bangunan dan Listrik (BBPPMPV BBL). Berdasarkan hasil penelitian menunjukkan bahwa variabel *Organizational Citizenship Behavior* (OCB) dan Displin Kerja secara simultan berpengaruh terhadap Kinerja Pegawai Balai Besar Pengembangan Penjaminan Mutu Pendidikan Vokasi Bidang Bangunan dan Listrik (BBPPMPV BBL). Hal ini terlihat dari uji koefisien determinasi menunjukkan nilai sebesar 0.497 yang berarti bahwa *Organizational Citizenship Behavior* (OCB) dan Displin Kerja berpengaruh terhadap kinerja pegawai sebesar 49.7% sedangkan sisanya dipengaruhi oleh variabel lain.

Kata Kunci: *Organizational Citizenship Behavior* (OCB), Displin Kerja, dan Kinerja Pegawai

ABSTRACT

Jaka Priyatna, NIM. 7163210034 "The Influence of Organizational Citizenship Behavior (OCB) and Work Discipline on Employee Performance at the Center for Development of Vocational Education Quality Assurance in the Building and Electrical Sector (BBPPMPV BBL)" Thesis Department of Management, Faculty of Economics, Medan State University, 2023.

This study aims to determine the influence of Organizational Citizenship Behavior (OCB) and Work Discipline on Employee Performance at the Center for Development of Quality Assurance for Vocational Education in the Building and Electrical Sector (BBPPMPV BBL). The population in this study were 159 employees and the sample used was 110 respondents using stratified sampling technique. Data processing using SPSS 25.0 for windows. Based on the partial results of the research, it shows that there is a positive and significant influence of Organizational Citizenship Behavior (OCB) variables on employee performance at the Center for Development of Vocational Education Quality Assurance in the Building and Electrical Sector (BBPPMPV BBL) and there is a positive and significant influence of work discipline variables on the performance of Balai employees Major Development of Vocational Education Quality Assurance in Building and Electrical Sector (BBPPMPV BBL). Based on the results of the study, it shows that the Organizational Citizenship Behavior (OCB) and Work Discipline variables simultaneously affect the Employee Performance of the Center for Development of Quality Assurance for Vocational Education in the Building and Electrical Sector (BBPPMPV BBL). This can be seen from the coefficient of determination test showing a value of 0.497 which means that Organizational Citizenship Behavior (OCB) and Work Discipline have an effect on employee performance of 49.7% while the rest are influenced by other variables.

Keywords: *Organizational Citizenship Behavior (OCB), Work Discipline, and Employee Performance*