

ABSTRAK

Kinerja Karayawan merupakan kontribusi individu yang memiliki peran membantu untuk mencapai tujuan di tempat kerja. Kinerja Karyawan dapat dipengaruhi oleh beberapa faktor seperti *Organizational Citizhenship behaviour* (OCB) dan Kompensasi. Penelitian ini dilakukan untuk mengetahui pengaruh *Organizational Citizhenship Behaviour* (OCB) dan Kompensasi Terhadap Kinerja pada karyawan PT ASIA VAPORIDO BERJAYA Bandung. Dalam penelitian ini sampel yang diteliti sebanyak 83 orang responden. Teknik pengambilan sampel dalam penelitian ini menggunakan sampel jenuh. Penelitian ini menggunakan deskriptif dan verifikatif. Berdasarkan data menggunakan analisis regresi linier berganda, analisis korelasi berganda dan analisis koefisien determinasi.

Secara simultan, berdasarkan hasil koefisien determinasi menunjukkan bahwa *Organizational Citizhenship Behaviour* ((OCB) dan Kompensasi secara simultan memberikan kontribusi atau pengaruh terhadap Kinerja Karyawan sebesar 66,3%. Secara parsial, diketahui bahwa pengaruh variabel komitmen organisasi terhadap *Organizational Citizenship Behavior* (OCB) adalah 4,5%. Sedangkan variabel Kompensasi terhadap Kinerja Karyawan memiliki pengaruh sebesar 61,8%.

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

ABSTRACT

Employee performance is an individual contribution that has a role in helping to achieve goals at work. Employee performance can be influenced by several factors such as Organizational Citizenship behavior (OCB) and Compensation. This research was conducted to determine the influence of Organizational Citizenship Behavior (OCB) and Compensation on Performance of PT ASIA VAPORIDO BERJAYA Bandung employees. In this study, the sample studied was 83 respondents. The sampling technique in this study used a saturated sample. This research uses descriptive and verification. Based on the data using multiple linear regression analysis, multiple correlation analysis and analysis of the coefficient of determination.

Simultaneously, based on the results of the coefficient of determination shows that Organizational Citizenship Behavior ((OCB) and Compensation simultaneously contribute or influence Employee Performance by 66.3%. Partially, it is known that the influence of organizational commitment variables on Organizational Citizenship Behavior (OCB) is 4.5%, while the compensation variable on employee performance has an effect of 61.8%.

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