

## ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan pada Kinerja Pegawai. Masalah yang terlihat dalam penelitian ini adalah *Organizational Citizenship Behavior*, *Self Efficacy*, dan Motivasi Kerja. Penelitian ini bertujuan untuk mengetahui pengaruh *Organizational Citizenship Behavior* dan *Self Efficacy* terhadap Motivasi Kerja dan dampaknya pada Kinerja Pegawai Dinas Ketahanan Pangan dan Peternakan Provinsi Jawa Barat baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif, dimana data penelitian dikumpulkan melalui penyebaran kuesioner dengan jumlah sampel 164 responden. Teknik sampling yang digunakan yaitu *non probability sampling*. Pengujian instrumen penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah *path analysis* dan Uji Hipotesis. Hasil penelitian menunjukkan bahwa pada struktur I terdapat pengaruh secara simultan dari *organizational citizenship behavior* dan *self efficacy* terhadap motivasi kerja sebesar 71%. Secara parsial pengaruh *organizational citizenship behavior* terhadap motivasi kerja sebesar 1,37% dan pengaruh *self efficacy* terhadap motivasi kerja sebesar 70,56%. Pada struktur II terdapat pengaruh kompetensi terhadap kinerja pegawai sebesar 79%.

**Kata Kunci:** *Organizational Citizenship Behavior*, *Self Efficacy*, Motivasi Kerja, Kinerja Pegawai

## **ABSTRACT**

*This research originated from the identification of issues related to Employee Performance. The problems addressed in this study include Organizational Citizenship Behavior, Self Efficacy, and Work Motivation. The research aims to determine the influence of Organizational Citizenship Behavior and Self Efficacy on Work Motivation and their impact on the performance of employees at the Department of Food Security and Livestock in West Java Province, both partially and simultaneously. The research method employed is descriptive and verificative, where data is collected through questionnaire distribution with a sample size of 164 respondents. Non-probability sampling technique is used for sample selection. The research instrument is tested for validity and reliability. The data analysis methods used are path analysis and Hypothesis Testing. The research findings indicate that in Structure I, there is a simultaneous influence of organizational citizenship behavior and self efficacy on work motivation by 71%. Partially, the influence of organizational citizenship behavior on work motivation is 1.37%, and the impact of self efficacy on work motivation is 70.56%. In Structure II, competence has an impact on employee performance by 79%.*

**Keywords:** *Organizational Citizenship Behavior, Self Efficacy, Work Motivation, Employee Performance*