

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *Self Efficacy*, *Organizational Citizenship Behavior* (OCB) dan Kompetensi terhadap Kinerja Pegawai Dinas Pendidikan Provinsi Jawa Barat baik secara simultan maupun parsial. Metode yang digunakan adalah metode penelitian deskriptif dan verifikatif dengan jumlah sampel 107 responden. Metode analisis data yang digunakan adalah *Method of Succesive Interval* (MSI), analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi (KD), serta uji F dan uji t. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara variabel *Self Efficacy*, *Organizational Citizenship Behavior* (OCB) dan Kompetensi terhadap Kinerja Pegawai Dinas Pendidikan Provinsi Jawa Barat secara simultan sebesar 75,2%. Secara parsial, pengaruh *Self Efficacy* terhadap Kinerja Pegawai sebesar 21,5%, pengaruh *Organizational Citizenship Behavior* (OCB) terhadap Kinerja Pegawai sebesar 11,6%, dan pengaruh Kompetensi terhadap Kinerja Pegawai sebesar 42,1%.

Kata Kunci: *Self Efficacy*, *Organizational Citizenship Behavior* (OCB), Kompetensi, dan Kinerja Pegawai

ABSTRACT

This research aims to determine the extent of the influence of Self-Efficacy, Organizational Citizenship Behavior (OCB), and Competence on the performance of employees at Dinas Pendidikan Provinsi Jawa Barat, both simultaneously and partially. The research employed is descriptive and verificative method with a total sample of 107 respondents. The data analysis methods used include the Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation analysis, coefficient of determination (KD) analysis, and hypothesis testing with F-test and t-test. The results of the study indicate that there is a positive and significant influence between Self-Efficacy, Organizational Citizenship Behavior (OCB), and Competence on employee performance at Dinas Pendidikan Provinsi Jawa Barat simultaneously, with a contribution of 75.2%. Partially, the influence of Self-Efficacy on employee performance is 21.5%, the influence of Organizational Citizenship Behavior (OCB) on employee performance is 11.6%, and the influence of Competence on employee performance is 42.1%.

Keywords: Self-Efficacy, Organizational Citizenship Behavior (OCB), Competence, and Employee Performance