

ABSTRAK

Fauzi, M Rizky Rachman. 2020. Skripsi. **Pengaruh Disiplin kerja dan *Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Karyawan Dealer Yamaha Surya Inti Putra Pahlawan Kota Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di *Dealer Yamaha Surya Inti Putra Pahlawan Kota Probolinggo* dengan tujuan untuk mengetahui pengaruh disiplin kerja dan *Organizational Citizenship Behavior* (OCB) secara parsial dan simultan serta yang paling dominan terhadap kinerja karyawan *Dealer Yamaha Surya Inti Putra Pahlawan Kota Probolinggo*.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel disiplin kerja dan *Organizational Citizenship Behavior* (OCB) sebagai variabel bebas (independen) dan kinerja karyawan sebagai variabel terikat (dependen). Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan *Dealer Yamaha Surya Inti Putra Pahlawan Kota Probolinggo* yang berjumlah 37 orang.

Hasil penelitian menunjukkan bahwa disiplin kerja dan *Organizational Citizenship Behavior* (OCB) secara simultan berpengaruh terhadap kinerja karyawan dapat dilihat dari nilai $F_{hitung} > F_{tabel}$ ($12.199 > 3,276$) dengan nilai *sig.* $F = 0,000 < 0,05$. Sedangkan secara parsial disiplin kerja diperoleh nilai $t_{hitung} > t_{tabel}$ ($4,003 > 2,030$)(*sig.* $0,000 < 0,025$) maka H_0 ditolak yang berarti terdapat pengaruh antara disiplin kerja terhadap kinerja karyawan *Dealer Yamaha Surya Inti Putra Pahlawan Kota Probolinggo*, sedangkan *Organizational Citizenship Behavior* (OCB) diperoleh nilai ($2,065 > 2,030$) (*sig.* $0,047 > 0,025$) maka H_0 ditolak, yang berarti terdapat pengaruh antara *Organizational Citizenship Behavior* (OCB) terhadap kinerja karyawan *Dealer Yamaha Surya Inti Putra Pahlawan Kota Probolinggo*. Untuk Variabel bebas yang dominan berpengaruh terhadap variabel terikat dapat diketahui dari nilai t_{hitung} variabel disiplin kerja (X_1) = 4.003 dengan nilai *sig.* $t = 0,000$ lebih besar dari pada nilai t_{hitung} variabel *Organizational Citizenship Behavior* (OCB) (X_2) = 2.065 dengan nilai *sig.* $t = 0,047$.

Kata Kunci : Disiplin kerja, *Organizational Citizenship Behavior*, Kinerja

ABSTRACT

Fauzi, M Rizky Rachman. 2020. Thesis. ***The Effect of Work Discipline and Organizational Citizenship Behavior (OCB) on Employee Performance of Yamaha Surya Inti Putra Pahlawan Probolinggo City Dealer.*** Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.

This research was conducted at the Yamaha Surya Inti Putra Pahlawan Probolinggo City Dealer with the aim to determine the effect of work discipline and Organizational Citizenship Behavior (OCB) partially and simultaneously as well as the most dominant on the performance of the employees of the Yamaha Surya Inti Putra Pahlawan Probolinggo City Dealer.

This type of research is quantitative, with the variable work discipline and Organizational Citizenship Behavior (OCB) as the independent variable (independent) and employee performance as the dependent variable (dependent). The population used in this study were all employees of Yamaha Surya Inti Putra Pahlawan Probolinggo City Dealer, amounting to 37 people.

The results showed that work discipline and Organizational Citizenship Behavior (OCB) simultaneously affect employee performance can be seen from the value of $F_{count} > F_{table}$ ($12.199 > 3.276$) with sig. $F = 0,000 < 0.05$. While partially work discipline obtained $t_{count} > t_{table}$ ($4,003 > 2,030$) (sig. $0,000 < 0,025$) then H_0 is rejected which means there is an influence between work discipline on employee performance of Yamaha Surya Inti Putra Pahlawan Probolinggo City Dealer, while Organizational Citizenship Behavior (OCB) value $t_{count} > t_{table}$ ($2,065 > 2,030$) (sig. $0.047 > 0.025$) then H_0 is rejected, which means that there is an influence between Organizational Citizenship Behavior (OCB) on the performance of employees of Yamaha Surya Inti Putra Pahlawan Probolinggo City Dealer. For the independent variable that is dominant influence on the dependent variable can be known from the t-value of the work discipline variable (X_1) = 4.003 with the value of sig. $t = 0,000$ is greater than the t-value of the variable Organizational Citizenship Behavior (OCB) (X_2) = 2,065 with sig. $t = 0.047$.

Keywords: *Work discipline, Organizational Citizenship Behavior, Performance*