

ABSTRAK

Penelitian ini bertujuan untuk menguji tentang seberapa besar pengaruh variabel OCB terhadap kinerja karyawan pada PT. Satriamas Karyatama Semarang. Variabel OCB terdiri dari variabel *Altruism, Conscientiousness, Courtesy, Sportsmanship, Civic virtue*. Penelitian ini menggunakan analisis regresi berganda dengan sampel karyawan PT. Satriamas Karyatama Semarang. Jumlah sampel sebesar 100 dengan teknik pengambilan sampel yaitu *Probability Sampling*. Hasil penelitian menunjukkan variabel *Altruism, Conscientiousness, Courtesy* tidak mempunyai pengaruh yang signifikan terhadap kinerja karyawan. *Sportsmanship, Civic virtue* mempunyai pengaruh yang signifikan terhadap kinerja karyawan.

Kata Kunci : *Altruism, Conscientiousness, Sportsmanship, Courtesy, Civic Virtue, Kinerja Karyawan*

ABSTRACT

This study aims to examine how much influence the OCB variable has on employee performance at PT. Satriamas Karyatama Semarang. The OCB variable consists of the variables of Altruism, Awareness, Politeness, Sportsmanship, and Citizenship Virtue. This study uses multiple regression analysis with a sample of employees of PT. Satriamas Karyatama Semarang. The number of samples is 100 with a sampling technique that is Probability Sampling. The results showed that the variables Altruism, Conscientiousness, Courtesy did not have a significant effect on employee performance. Sportsmanship, Civic Virtue have a significant influence on employee performance.

Keywords: Altruism, Conscientiousness, Sportsmanship, Courtesy, Civic Virtue, Employee Performance