

## INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh keterlibatan kerja dan kepuasan kerja terhadap kinerja karyawan dengan *Organizational Citizenship Behavior* (OCB) sebagai Variabel Intervening). Subjek dan objek dalam penelitian ini adalah karyawan Nasmoco Janti Yogyakarta. Penelitian ini menggunakan metode *total sampling* atau teknik sampling jenuh. Teknik alat analisis yang digunakan adalah *Path Analysis*. Berdasarkan analisis yang telah dilakukan, diperoleh hasil bahwa keterlibatan kerja berpengaruh terhadap *Organizational Citizenship Behavior*, kepuasan kerja berpengaruh terhadap *Organizational Citizenship Behavior*, *Organizational Citizenship Behavior* berpengaruh terhadap kinerja karyawan, keterlibatan kerja tidak berpengaruh terhadap kinerja karyawan, kepuasan kerja berpengaruh terhadap kinerja karyawan, keterlibatan kerja tidak berpengaruh terhadap kinerja karyawan melalui *Organizational Citizenship Behavior*, kepuasan kerja tidak berpengaruh terhadap kinerja karyawan melalui *Organizational Citizenship Behavior*.

Kata kunci: Keterlibatan Kerja, Kepuasan Kerja, *Organizational Citizenship Behavior*, Kinerja Karyawan

## **ABSTRACT**

*This study aims to analyze the influence of job involvement and job satisfaction on employee performance with Organizational Citizenship Behavior (OCB) as an Intervening Variabl). The subjects and objects in this study were employees of Nasmoco Janti Yogyakarta. This study uses a total sampling method or saturated sampling technique. The technique of the analytical tool used is Path Analysis. Based on the analysis that has been done, the results show that job involvement has an effect on job satisfaction Organizational Citizenship Behavior influence on Organizational Citizenship Behavior, Organizational Citizenship Behavior influences employee performance, work involvement does not affect employee performance, job satisfaction has an effect on employee performance, work involvement is not effect on employee performance through Organizational Citizenship Behavior, job satisfaction does not affect employee performance through Organizational Citizenship Behavior.*

*Keywords : Job Involvement, Job Satisfaction, Organizational Citizenship Behavior, Employee Performance.*