

**PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)  
TERHADAP KINERJA PEGAWAI DINAS PERINDUSTRIAN  
DAN PERDAGANGAN DIY**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh *organizational citizenship behavior* (OCB) terhadap kinerja pegawai Dinas Perindustrian Dan Perdagangan DIY. Variabel yang di analisis adalah *organizational citizenship behavior* (OCB) variabel independen (X) dan variabel kinerja pegawai sebagai variabel dependen (Y). Penelitian studi kasus dilakukan di Dinas Perindustrian dan Perdagangan DIY Penelitian ini menggunakan metode penelitian kuantitatif. Metode pengumpulan data penelitian yakni dengan pengumpulan data melalui kuesioner. Sampel yang digunakan adalah pegawai Dinas Perindustrian Dan Perdagangan DIY yaitu sebanyak 45 pegawai. Pengujian statistik yang digunakan pada penelitian ini adalah uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier sederhana, uji hipotesis (t) dan uji koefisien determinasi ( $R^2$ ). Proses perhitungan data menggunakan *software statistic* yakni *spss for windows* versi 16.0. Hasil penelitian ini menunjukkan bahwa *organizational citizenship behavior* (OCB) mempunyai pengaruh yang signifikan terhadap kinerja pegawai. Hal ini di tunjukan dengan hasil analisis regresi linier sederhana yaitu  $a = 17,442$  dan  $b = 0,502$  diperoleh dari persamaan  $Y = 17,442 + 0,502 X$  dimana Koefisien regresi bernilai positif sebesar  $b = 0,502$  dan nilai  $t = 0,00$  sehingga hipotesis  $H_1$  diterima dan  $H_0$  tolak, artinya variabel *organizational citizenship behavior* berpengaruh signifikan terhadap kinerja pegawai Dinas Perindustrian dan Perdagangan DIY. Berdasarkan uji koefisien determinasi variabel kinerja dipengaruhi oleh *organizational citizenship behavior* sebesar 23,5% sedangkan sisanya 76,4% dipengaruhi oleh variabel lain yang tidak termasuk dalam penelitian.

**Kata Kunci:** *Organizational Citizenship Behavior, Kinerja Pegawai, Dinas Perindustrian Dan Perdagangan DIY.*

**THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)  
ON PERFORMANCE OF EMPLOYEES IN YOGYAKARTA SPECIAL  
PROVINCE INDUSTRY AND TRADE DEPARTMENT**

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***Abstract***

*Human resources are very important assets in achieving the success of the company or organization. One to achieve the success of the company or organization is the performance of employees. Employee performance is supported by a variety of factors, one of which is the organizational citizenship behavior (OCB). organizational citizenship behavior (OCB) will increase the stability of the Organization and to improve the performance of employees. This research aims to know the influence of organizational citizenship behavior (OCB) against the performance of the employees of the Department of industry nad Trade of Yogyakarta Special Region. The variables in the analysis are the organizational citizenship behavior (OCB) independent variables (X) and variable performance of employees as the dependent variable (Y). Case study research is conducted at the Department of industry and trade of Yogyakarta Special Region using quantitative research methods. Research data collection method is a collection of data through questionnaires. The sample used was an employee of Department of industry and Commerce DIY i.e. as many as 45 employees. The statistical test used on peneletian this is a test of the validity of the test, reliability test, asumsi classic, simple linear regression tests, test hipotetsis test (t) and koefesien determination (R2). Process calculation of data using spss statistics software namely for windows version 16.0. The results of this study suggest that organizational citizenship behavior (OCB) has a significant influence on performance clerk. This is indicated by the results of a simple linear regression analysis that is  $a = 17,442$  and  $b = 0,502$  obtained from the equation  $Y = 17,442 + 0,502 X$  where regression coefficient is positive at  $b = 0,502$  and  $t = 0,00$  so that hypothesis  $H1$  is accepted and  $H0$  rejects , meaning that the variabe organizational citizenship behavior has a significant effect on the performance of the Yogyakarta Special Region Department of Industry and Trade staff. Based on the determination of koefesien a variable test performance is affected by organizational citizenship behavior amounted to 23.5% 76.5% while the rest is affected by other variables that are not included in the study.*

**Keywords:** *Organizational Citizenship Behavior, Employee Performance, Service Industry and Trade DIY.*