

**PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* &  
*QUALITY OF WORK LIFE* TERHADAP KINERJA KARYAWAN USAHA  
MIKRO KECIL MENENGAH (UMKM) SENTRA INDUSTRI  
KERAJINAN GERABAH KASONGAN BANTUL**

**Hervitra Ardyantika**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh *organizational citizenship behaviour* & *quality of work life* terhadap kinerja karyawan usaha mikro kecil menengah (UMKM) sentra industri kerajinan gerabah kasongan Bantul. Populasi dalam penelitian ini yaitu karyawan UMKM sentra industri kerajinan gerabah kasongan Bantul. Metode yang digunakan dalam pengambilan sampel adalah purposive sampling, dengan jumlah sampel sebanyak 75 responden. Pengumpulan data penelitian dilakukan dengan metode kuesioner yang sudah diuji validitas dan reliabilitasnya. Metode pengolahan data dilakukan dengan metode analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa variabel *organizational citizenship behaviour* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana koefisien regresi mempunyai nilai positif sebesar 0,282 dan nilai signifikansi dari uji t sebesar 0,000 ( $<0,05$ ). Variabel *quality of work life* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana koefisien regresi mempunyai nilai positif sebesar 0,383 dan nilai signifikansi dari uji t sebesar 0,000 ( $<0,05$ ). Variabel *organizational citizenship behaviour* dan variabel *quality of work life* secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana nilai F-hitung  $>$  F-tabel (46,733  $>$  3,13) dan nilai signifikansi uji F sebesar 0,00 ( $<0,05$ ).

**Kata Kunci :** *Organizational Citizenship Behaviour, Quality of Work Life, Kinerja Karyawan.*

***THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AND QUALITY OF WORK LIFE ON EMPLOYEE PERFORMANCE AT MICRO, SMALL AND MEDIUM ENTERPRISE (MSME) INDUSTRIAL CENTER OF POTTERY'S CRAFT IN KASONGAN BANTUL***

***Hervitra Ardyantika***

***Abstract***

*This study aims to determine the effect of organizational citizenship behaviour and quality of work life among the employee performance at micro, small and medium enterprise (msme) industrial center of pottery's craft in Kasongan Bantul. The research population is employees of micro, small and medium enterprise (msme) industrial center of pottery's craft in Kasongan Bantul. The method used in sampling was purposive sampling method, with a total samples of 75 respondents. Research data collection is done by questionnaire method that has been tested for validity and reliability. The data processing method is done by multiple linear regression analysis method. The results of research show that organizational citizenship behaviour variable partially has a positive and significant effect on the employee performance, where the regression coefficient has a positive value of 0,282 and the significance value of the t test is 0,000 (<0,05). Quality of work life variable partially has a positive and significant effect on the employee performance also, where the regression coefficient has a positive value of 0,383 and the significance value of the t test is 0,000 (<0,05). Organizational citizenship behaviour variable and quality of work life variable simultaneously have a positive and significant effect on the employee performance, where the calculated F-value > F-table (46,733 > 3,13) and the significance value of the F test is 0,000 (<0,05).*

***Keywords : Organizational Citizenship Behaviour, Quality of Work Life, Employee Performance***