

**PENGARUH ORGANIZATIONAL CITIZENSHIP BEHAVIOR DAN  
QUALITY OF WORK LIFE TERHADAP KINERJA KARYAWAN  
PADA PT. BOROBUDUR OTO MOBIL YOGYAKARTA**

**Danang Dwi Kurniawan**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui Pengaruh *Organizational Citizenship Behavior* ( $X_1$ ) dan *Quality of Work Life* ( $X_2$ ) terhadap Kinerja Karyawan pada perusahaan PT. Borobudur Oto Mobil Yogyakarta. Jenis penelitian ini menggunakan analisis data kuantitatif. Metode yang di gunakan dalam pengambilan sampel adalah metode sampel jenuh. Sampel dalam penelitian ini berjumlah 37 responden. Pengumpulan data menggunakan kuesioner. Analisis dalam penelitian ini menggunakan analisis regresi berganda. Hasil penelitian menunjukkan bahwa *Organizational Citizenship Behavior* dan *Quality Of Work Life* berpengaruh terhadap kinerja karyawan PT. Borobudur Oto Mobil Yogyakarta. Dari hasil uji t membuktikan bahwa *Organizational Citizenship Behavior* memiliki t hitung lebih besar dari t tabel, yaitu  $6,140 > 2,03224$  dengan sig  $0,000 < 0,05$  artinya  $H_a$  diterima  $H_0$  ditolak dan variabel *Quality Of Work Life* memiliki t hitung lebih besar dari t tabel, yaitu  $12,098 > 2,03224$  dengan sig  $0,000$  artinya  $H_a$  diterima  $H_0$  ditolak. Dengan demikian  $H_a$  diterima, artinya terdapat pengaruh variabel *Organizational Citizenship Behavior* dan *Quality Of Work Life* terhadap variabel kinerja karyawan. Nilai koefisien determinasi ( $R^2$ ) *Adjusted R Square* Sebesar  $0,859$  atau  $85,9\%$  hal ini berarti bahwa kinerja karyawan PT. Borobudur Oto Mobil Yogyakarta dipengaruhi oleh *Organizational Citizenship Behavior* dan *Quality of Work Life* sebesar  $85,9\%$  sedangkan sisanya  $14,1\%$  di pengaruhi oleh variabel lain yang tidak di teliti dalam penelitian ini.

**Kata Kunci :** *Organizational Citizenship Behavior, Quality Of Work Life, Kinerja Karyawan.*

**THE INFLUENCE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR  
AND QUALITY OF WORK LIFE TO EMPLOYEE PERFORMANCE  
AT PT. BOROBUDUR OTO MOBIL YOGYAKARTA**

**Danang Dwi Kurniawan**

**Abstract**

*This study aims to determine the effect of Organizational Citizenship Behavior ( $X_1$ ) and Quality of Work Life ( $X_2$ ) on Employee Performance at PT. Borobudur Oto Mobil Yogyakarta. This type of research uses quantitative data analysis. The method used in sampling is saturated sampling method. The sample in this study amounted to 37 respondents. Data collection was carried out using a questionnaire. The analysis in this study uses multiple regression analysis. The results showed that Organizational Citizenship Behavior and Quality Of Work Life had an effect on the performance of employees of PT. Borobudur Oto Mobil Yogyakarta. The results of the  $t$  test prove that Organizational Citizenship Behavior has  $t$  count greater than  $t$  table, namely  $6.140 > 2.03224$  with  $\text{sig } 0.000 < 0,05$  meaning that  $H_a$  is accepted  $H_o$  is rejected and the Quality Of Work Life variable has  $t$  count greater than  $t$  table, which is  $12.098 > 2,03224$  with  $\text{sig } 0,000$  means that  $H_a$  is accepted  $H_o$  is rejected. Thus  $H_a$  is accepted, meaning that there is an influence of the Organizational Citizenship Behavior and Quality Of Work Life variables on employee performance variables. The coefficient of determination ( $R^2$ ) Adjusted R Square of 0.859 or 85.9%, this means that the performance of the employees of PT. Borobudur Oto Mobil Yogyakarta is influenced by Organizational Citizenship Behavior and Quality of Work Life of 85.9% while the remaining 14.1% is influenced by other variables which are not examined in this study.*

**Keywords :** *Organizational Citizenship Behavior, Quality Of Work Life, Employee Perform*