

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh self-efficacy dan locus of control terhadap kinerja pegawai dengan OCB sebagai variabel intervening (studi kasus pada Dinas Perhubungan Kabupaten Jember). Penelitian ini menggunakan jenis penelitian Explanatory Research. Populasi dalam penelitian ini adalah seluruh pegawai Dinas Perhubungan Kabupaten Jember berjumlah 202 pegawai. Peneliti menggunakan metode sampel jenuh dimana seluruh anggota populasi menjadi sampel. Metode analisis data yang digunakan dalam penelitian ini yaitu Structural Equation Modeling (SEM). Hasil penelitian menunjukkan bahwa semakin tinggi Self Efficacy akan meningkatkan Kinerja, semakin tinggi Locus of Control akan meningkatkan Kinerja, semakin tinggi Self Efficacy akan meningkatkan OCB, semakin tinggi Locus of Control akan meningkatkan OCB, semakin tinggi OCB akan meningkatkan Kinerja, Self Efficacy berpengaruh positif dan signifikan terhadap kinerja pegawai struktural melalui OCB, Locus of Control berpengaruh positif dan signifikan terhadap Kinerja Pegawai struktural melalui Organizational Citizenship Behavior.

Kata Kunci: *Self efficacy, locus of control, OCB, kinerja pegawai.*

ABSTRACT

This research aims to determine the influence of self-efficacy and locus of control on employee performance with OCB as an intervening variable (case study at the Jember Regency Transportation Service). This research uses the Explanatory Research type. The population in this study were all employees of the Jember Regency Transportation Service, totaling 202 employees. Researchers used a saturated sample method where all members of the population were sampled. The data analysis method used in this research is Structural Equation Modeling (SEM). The research results show that the higher Self Efficacy will increase Performance, the higher Locus of Control will increase Performance, the higher Self Efficacy will increase OCB, the higher Locus of Control will increase OCB, the higher OCB will increase Performance, Self Efficacy has a positive effect and significant impact on structural employee performance through OCB, Locus of Control has a positive and significant impact on structural employee performance through Organizational Citizenship Behavior.

Keywords: *Self efficacy, locus of control, OCB, Employee Performance*