

ABSTRAK

Penelitiann ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan budaya kerja terhadap kinerja pegawai pegawai Pemerintahan di Kecamatan Kaliwates, dengan *Organizational Citizenship Behavior* (OCB) sebagai variabel intervening. Lingkungan kerja dan budaya kerja dianggap sebagai faktor penting yang memengaruhi motivasi dan perilaku pegawai sehingga berdampak pada peningkatan kinerja pegawai. Metode penelitiann yang digunakan adalah survei dengan pendekatan kuantitatif. Data dikumpulkan melalui kuesioner yang disebarakan pegawai di Kecamatan Kaliwates dan dianalisis menggunakan metode Structural Equation Modeling (SEM) dengan alat analisis WarpPLS. Hasil penelitiann menunjukkan bahwa lingkungan kerja dan budaya kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pegawai. Selain itu, lingkungan kerja dan budaya kerja juga berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB). Lebih jauh, OCB terbukti memediasi pengaruh lingkungan kerja dan budaya kerja terhadap kinerja pegawai pegawai secara signifikan. Temuan ini mengindikasikan bahwa peningkatan kondisi lingkungan kerja dan penguatan budaya kerja dapat mendorong pegawai untuk menunjukkan perilaku proaktif dan sukarela (OCB) yang pada akhirnya berkontribusi secara optimal pada pencapaian kinerja pegawai organisasi. Penelitiann ini merekomendasikan agar organisasi pemerintahan di Kecamatan Kaliwates fokus membangun lingkungan kerja kondusif dan budaya kerja positif untuk meningkatkan OCB serta kinerja pegawai pegawai, sebagai acuan pengembangan SDM dan peningkatan pelayanan publik di tingkat kecamatan.

Kata kunci: Lingkungan Kerja, Budaya Kerja, OCB, Kinerja pegawai

ABSTRAK

This study aims to analyze the influence of the work environment and work culture on the performance of government employees in Kaliwates District, with Organizational Citizenship Behavior (OCB) as an intervening variable. The work environment and work culture are considered important factors that influence employee motivation and behavior, thus impacting performance improvement. The research method used is a survey with a quantitative approach. Data were collected through questionnaires distributed by employees in Kaliwates District and analyzed using the Structural Equation Modeling (SEM) method with the WarpPLS analysis tool. The results of the study indicate that the work environment and work culture have a positive and significant effect on employee performance. In addition, the work environment and work culture also have a positive and significant effect on Organizational Citizenship Behavior (OCB). Furthermore, OCB is proven to significantly mediate the influence of the work environment and work culture on employee performance. These findings indicate that improving work environment conditions and strengthening work culture can encourage employees to demonstrate proactive and voluntary behavior (OCB) which ultimately contributes optimally to achieving organizational performance. This study recommends that government organizations in Kaliwates District focus on building a conducive work environment and a positive work culture to improve OCB and employee performance, as a reference for HR development and improving public services at the sub-district level.

Keywords: Work Environment, Work Culture, OCB, Performance