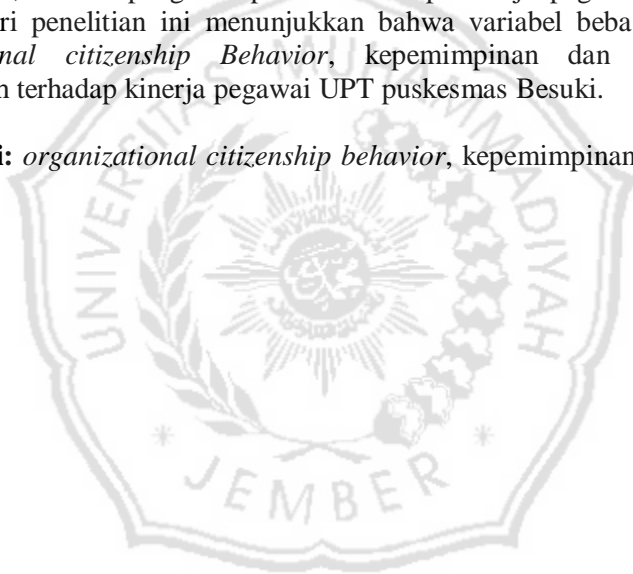


ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh variabel *organizational citizenship behavior*, kepemimpinan dan lingkungan kerja terhadap kinerja pegawai pada UPT puskesmas Besuki Situbondo. Populasi dalam penelitian ini adalah pegawai. Metode pengambilan sampelnya adalah *purposive sampling* dengan jumlah sampel sebanyak 48 responden, pengumpulan data menggunakan kuesioner. Metode analisis data menggunakan metode regresi linear berganda. Berdasarkan hasil penelitian diperoleh nilai koefisien variabel *organizational citizenship behavior*, kepemimpinan dan lingkungan kerja dengan arah positif serta variabel *organizational citizenship behavior* (X1) $T_{hitung} (2,704) > T_{tabel} (2,015)$ dan signifikansi 0,044, variabel kepemimpinan (X2) $T_{hitung} (3,656) > T_{tabel} (2,015)$ dan signifikansi 0,001, variabel lingkungan kerja (X3) $T_{hitung} (2,207) > T_{tabel} (2,015)$ dan signifikansi 0,033. Berpengaruh positif terhadap kinerja pegawai UPT Puskesmas Besuki. Dari penelitian ini menunjukkan bahwa variabel bebas yang terdiri dari *organizational citizenship Behavior*, kepemimpinan dan lingkungan kerja berpengaruh terhadap kinerja pegawai UPT puskesmas Besuki.

Kata kunci: *organizational citizenship behavior*, kepemimpinan, lingkungan kerja, kinerja



ABSTRACT

This study aims to determine the effect of variable organizational citizenship behavior, leadership and work environment on employee performance at the UPT Puskesmas Besuki Situbondo. The population in this study were employees. The sampling method was purposive sampling with a total sample of 48 respondents, collecting data using a questionnaire. The method of data analysis uses multiple linear regression methods. Based on the results of the study obtained coefficient values variable organizational citizenship behavior, leadership and work environment with a positive direction and variable organizational citizenship behavior (X1) $T_{count} (2.704) > T_{table} (2.015)$ and significance 0.044, leadership variables (X2) $T_{count} (3.656) > T_{table} (2.015)$ and significance of 0,001, work environment variable (X3) $T_{count} (2,207) > T_{table} (2,015)$ and significance of 0,033. It has a positive effect on the performance of employees of the UPT Puskesmas Besuki. From this study shows that the independent variables consisting of organizational citizenship behavior, leadership and work environment influence the performance of employees of the UPT Puskesmas Besuki.

Keywords: organizational citizenship behavior, leadership, work environment, performance

