

ABSTRAK

Army Aptian Indra Permana. 2023. “Pengaruh *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi terhadap Kinerja Karyawan FIF Group Cabang Banjarmasin.*” Tesis. Program Studi Manajemen. Sekolah Tinggi Ilmu Manajemen Indonesia (STIMI) Banjarmasin. Pembimbing (1)
..... (2)

Kinerja karyawan dipengaruhi *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi*. Penelitian pengaruh *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi terhadap kinerja karyawan FIF Group Cabang Banjarmasin* perlu dilakukan. Penelitian ini bertujuan untuk mengetahui pengaruh *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi terhadap kinerja terhadap kinerja karyawan FIF Group Cabang Banjarmasin*.

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori. Populasi penelitian berjumlah 50 orang karyawan FIF Group Cabang Banjarmasin. Teknik pengambilan sampel menggunakan sampel jenuh atau total. Pengumpulan data menggunakan angket. Teknik analisis data menggunakan analisis regresi.

Hasil analisis regresi penelitian ini menunjukkan nilai F tabel di df 4 dan df 45 pada tabel F sebesar 0,61 dengan signifikansi 0,000. Nilai F hitung mencapai 333,722. *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi terhadap kinerja karyawan FIF Group Cabang Banjarmasin secara simultan diterima karena F hitung > F tabel dan signifikansi $0,000 < 0,05$. *Organizational Citizenship Behavior* berpengaruh terhadap kinerja karyawan sebab signifikansi $0,000 < 0,05$. Motivasi Kerja berpengaruh terhadap kinerja karyawan sebab signifikansi $0,000 < 0,05$. Kepuasan kerja berpengaruh terhadap kinerja karyawan karena signifikansi $0,048 < 0,05$. Kompensasi berpengaruh terhadap kinerja karena signifikansi $0,000 < 0,05$. Kompensasi berpengaruh terhadap kepuasan kerja signifikansi $0,000 < 0,05$. Kompensasi berpengaruh dominan terhadap kinerja.*

Jadi *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi terhadap kinerja karyawan FIF Group Cabang Banjarmasin parsial dan simultan*. Jadi, disarankan agar FIF Group Cabang Banjarmasin mengelola lebih baik *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi untuk meningkatkan kinerja karyawan*.

Kata Kunci: *Organizational Citizenship Behavior, Motivasi Kerja, Kepuasan Kerja, dan Kompensasi*

ABSTRACT

Army Aptian Indra Permana. 2023. *Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation on Employees Performance at FIF Group Cabang Banjarmasin*. Thesis. Management Study Programme. Sekolah Tinggi Ilmu Manajemen Indonesia (STIMI) Banjarmasin. Advisor
(1) (2)

Employees Performance is influenced by Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation on Employees Performance of at FIF Group Cabang Banjarmasin. The purpose of this research is to know Impact of Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation on employees performance at FIF Group Cabang Banjarmasin.

This research is sued qualitative approach with exsplanatory method. The population 50 person. The technique of sample is used total sample. The date are collected by questioner. The analysis technique of date is regression analysis.

The result of regression analysis shoes that Table F value in df 4 and df 45 is 0,61 with the signficance 0,000, F critic reach 333,722. The Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation give impact on Employees Performance at FIF Group Cabang Banjarmasin because the signficance $0,000 < 0,005$. The work motivation gives impact on Employees Performance at FIF Group Cabang Banjarmasin because the signficance $0,000 < 0,005$. The work discipline gives impact on Employees Performance at PT Alfabiya Mitra Utama Banjarmasin because the signficance $0,000 < 0,005$. The work satisfaction gives impact on Employees Performance at FIF Group Cabang Banjarmasin because the signficance $0,048 < 0,005$. The work spirit gives the impact on Employees Performance $0,000 < 0,05$. Compensation gives impact on work satisfaction because the signficance $0,000 < 0,005$. Compensation give dominant impact on Employees Performance.

.The conclusion are the Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation give impact on Employees Performance at FIF Group Cabang Banjarmasin. The Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation impact on Employees Performance at FIF Group Cabang Banjarmasin partially. Employees Performance Can be improved by better managing of Impact of Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, and Compensation.

Keywords: *Organizational Citizenship Behavior, Work Motivation, Work Satisfaction, Compensation, and Employees Performance*