

Judul : Dampak Budaya Organisasi, Kepemimpinan, *Self Efficacy* Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behavior (OCB)* Sebagai Variabel Intervening (Studi Pada Yayasan Maha Bhoga Marga)
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ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi dampak budaya organisasi, kepemimpinan, *self efficacy* terhadap kinerja karyawan dengan *Organizational Citizenship Behavior (OCB)* sebagai variabel intervening (study pada Yayasan Maha Bhoga Marga). Penelitian ini menggunakan pendekatan kuantitatif melalui metode kuesioner, wawancara, observasi, studi pustaka dan dokumentasi. Analisis data dilakukan dengan menggunakan *Partial Least Squares (PLS)* yang merupakan salah satu komponen kerangka *Structural Equation Modeling (SEM)*.

Penelitian dilakukan kepada 50 orang karyawan tetap di Yayasan Maha Bhoga Marga, dengan masa kerja lebih dari 5 tahun. Hasil penelitian menunjukkan bahwa budaya organisasi, kepemimpinan dan *self efficacy* memiliki pengaruh positif terhadap kinerja karyawan. Demikian juga halnya dengan *OCB* sebagai variabel intervening yang berpengaruh positif terhadap kinerja karyawan dengan memediasi budaya organisasi, kepemimpinan, dan *self efficacy*. Hubungan *OCB* dengan fenomena yang terjadi bahwa kinerja karyawan berpengaruh terhadap budaya organisasi, kepemimpinan dan *self efficacy*.

Temuan penelitian ini diharapkan dapat memberikan kontribusi terhadap pemahaman yang lebih baik tentang kinerja karyawan dan *OCB* sebagai variabel intervening di Yayasan Maha Bhoga Marga.

Kata Kunci : Budaya Organisasi, Kepemimpinan, *Self Efficacy*, *Organizational Citizenship Behavior (OCB)*, Kinerja Karyawan

Title : *The Impact Of Organizational Culture, Leadership, Self Efficacy On Employee Performance With Organizational Citizenship Behavior (OCB) As An Intervening Variable (Study At The Maha Bhoga Marga Foundation)*

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ABSTRACT

This study aims to explore the impact of organizational culture, leadership, self efficacy on employee performance with Organizational Citizenship Behavior (OCB) as an intervening variable (study at the Maha Bhoga Marga Foundation). This research uses a quantitative approach through questionnaire methods, interviews, observations, literature studies and documentation. Data analysis was carried out using Partial Least Squares (PLS) which is one of the components of the Structural Equation Modeling (SEM) framework.

The research was conducted on 50 permanent employees at the Maha Bhoga Marga Foundation, with more than 5 years of service. The results showed that organizational culture, leadership and self efficacy have a positive influence on employee performance. Likewise, OCB as an intervening variable has a positive effect on employee performance by mediating organizational culture, leadership, and self efficacy. The relationship between OCB and the phenomenon that occurs is that employee performance affects organizational culture, leadership and self efficacy.

The findings of this study are expected to contribute to a better understanding of employee performance and OCB as an intervening variable at Maha Bhoga Marga Foundation.

Keywords: *Organizational Culture, Leadership, Self Efficacy, Organizational Citizenship Behavior (OCB), Employee Performance*