

ABSTRAK

PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) DAN *WORK-LIFE BALANCE* (WLB) TERHADAP KINERJA KARYAWAN PADA PT SINGOSARI 23

Oleh

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PT Singosari 23 merupakan perusahaan yang bergerak di bidang makanan dan minuman yang mengusung konsep generasi kekinian di Bandar Lampung sejak Agustus 2020. Perusahaan ini memiliki budaya organisasi yang menganut rasa kekeluargaan, dimana karyawan terbiasa saling bekerja sama secara kolaboratif sehingga memiliki keterlibatan di perusahaan dan terbentuk adanya *organizational citizenship behavior*. Penerapan *organizational citizenship behavior* di perusahaan dapat meningkatkan kinerja karyawan dan keefektifan perusahaan. Selain itu, *work-life balance* juga memiliki peran penting terhadap kinerja karyawan dalam mengurangi stres terkait pekerjaan. Tujuan penelitian ini yaitu untuk mengetahui pengaruh *organizational citizenship behavior* dan *work-life balance* terhadap kinerja karyawan pada PT Singosari 23. Metode penelitian yang digunakan adalah kuantitatif, dengan metode pengumpulan data menggunakan kuesioner yang disebar ke seluruh karyawan PT Singosari 23 sebanyak 154 orang. Skala pengukuran penelitian ini menggunakan skala likert. Analisis yang digunakan adalah uji regresi linear sederhana menggunakan IBM SPSS versi 26. Hasil dari penelitian ini menunjukkan bahwa hipotesis pertama dan hipotesis kedua didukung, yaitu *organizational citizenship behavior* berpengaruh terhadap kinerja karyawan dan *work-life balance* berpengaruh terhadap kinerja karyawan. Saran bagi perusahaan PT Singosari 23 adalah sebaiknya karyawan dapat lebih memiliki toleransi terhadap perusahaan, harapannya karyawan juga bisa membagi waktu bekerja secara efektif dan efisien agar karyawan dapat melakukan hal-hal di luar pekerjaan, serta dapat meningkatkan tanggung jawab extra terhadap perusahaan.

Kata kunci: *Organizational Citizenship Behavior, Work-Life Balance, Kinerja Karyawan.*

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AND WORK-LIFE BALANCE (WLB) ON EMPLOYEE PERFORMANCE AT PT SINGOSARI 23

By

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PT Singosari 23 is a company engaged in the food and beverage sector that has carried the concept of the current generation in Bandar Lampung since August 2020. This company has an organizational culture that adheres to a sense of kinship, where employees are accustomed to working together collaboratively so that they are involved in the company and an organizational existence is formed. citizenship behavior. Implementation of organizational citizenship behavior in companies can improve employee performance and company effectiveness. In addition, work-life balance also has an important role in employee performance in reducing work-related stress. The purpose of this study is to determine the effect of organizational citizenship behavior and work-life balance on employee performance at PT Singosari 23. The research method used is quantitative, with data collection methods using questionnaires distributed to all employees of PT Singosari 23 as many as 154 people. The scale of measurement in this study uses a Likert scale. The analysis used is a simple linear regression test using IBM SPSS version 26. The results of this research show that the first hypothesis and second hypothesis are supported, namely that organizational citizenship behavior influences employee performance and work-life balance influences employee performance. The suggestion for the company PT Singosari 23 is that employees should be more tolerant towards the company, it is hoped that employees can also divide their work time effectively and efficiently so that employees can do things outside of work, and can increase extra responsibility towards the company.

**Keywords: Organizational Citizenship Behavior, Work-Life Balance,
Employee Performance.**