

**PENGARUH BUDAYA ORGANISASI TERHADAP KINERJA  
KARYAWAN YANG DI MEDIASI ORGANIZATIONAL  
CITIZENSHIP BEHAVIOR PADA HOTEL YUSRO JOMBANG**

**ABSTRAK**

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Penelitian ini bertujuan untuk mengetahui pengaruh Budaya Organisasi terhadap Kinerja Karyawan yang dimediasi *Organizational Citizenship Behavior* (OCB) pada Hotel Yusro Jombang. Subjek dalam penelitian ini adalah karyawan tetap Hotel Yusro Jombang. Metode pengumpulan data pada penelitian menggunakan kuesioner yang diberikan kepada para karyawan. Untuk uji instrument pada penelitian ini menggunakan uji validitas dan reliabilitas, serta untuk uji hipotesis dan analisis data dengan menggunakan Structural Equation Model (SEM) dengan WarpPLS 5.0. Berdasarkan analisis yang dilakukan diperoleh hasil : Budaya Organisasi berpengaruh signifikan terhadap Kinerja Karyawan, Budaya Organisasi berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB), *Organizational Citizenship Behavior* (OCB) berpengaruh signifikan terhadap Kinerja Karyawan, Budaya Organisasi berpengaruh signifikan terhadap Kinerja Karyawan melalui *Organizational Citizenship Behavior* (OCB).

**Kata kunci** : Budaya Organisasi, Organizational Citizenship Behavior (OCB), Kinerja Karyawan

***THE INFLUENCE OF ORGANIZATIONAL CULTURE ON  
EMPLOYEE PERFORMANCE MEDIATED BY ORGANIZATIONAL  
CITIZENSHIP BEHAVIOR AT YUSRO HOTEL JOMBANG***

**ABSTRACT**

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*This study aims to analyse the influence of Organizational Culture on Employee Performance mediated by Organizational Citizenship Behavior (OCB) at Yusro Hotel Jombang. Subjects in this study were permanent employees Yusro Hotel Jombang. Methods of data collection in the study using questionnaires given to employees. For instrument test in this research use validity and reliability test, and to test hypothesis and data analysis by using Structural Equation Modelling (SEM) with WarpPLS 5.0.*

*Based of the analysis obtained results: Organizational Culture has significant impact on Employee Performance, Organizational Culture has significant impact on Organizational Citizenship Behavior (OCB), Organizational Citizenship Behavior (OCB) has significant impact on Employee Performance, Organizational Culture has significant impact on Employee Performance mediated by Organizational Citizenship Behavior (OCB).*

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