***EFFECT OF COMPETENCE AND OCB (ORGANIZATIONAL CITIZENSHIP BEHAVIOR) ONEMPLOYEE PERFORMANCE******IN PT PELABUHAN INDONESIA III (Persero) SURABAYA***

***ABSTRACT***

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 *The aim to be achieved in this study is to examine the "competence and OCB (Organizational Citizenship Behavior) on employee performance" at PT. Pelabuhan Indonesia III (Persero) Surabaya. The research method used is quantitative descriptive research. The population in this study were employees of the safety and security section of 356 people, the sample was taken as many as 78 people as respondents. The variables used in this study are dependent variables namely employee performance (Y), Competence (X1) and OCB (Organizational Citizenship Behavior) (X2). From the analysis carried out, it can be concluded that the variables of competence and OCB (Organizational Citizenship Behavior) significantly influence the performance of employees at PT. Pelabuhan Indonesia III (Persero) Surabaya*

*Keywords: Effect of competence and OCB (Organizational Citizenship Behavior) on*

*employee performance*