

**PENGARUH KOMITMEN ORGANISASI, PENGALAMAN KERJA DAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) TERHADAP
KINERJA PERAWAT
(Studi Pada Rumah Sakit Nahdlatul Ulama Jombang)**

ABSTRAK

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Tujuan penelitian ini adalah menjelaskan pengaruh variabel Komitmen Organisasi, Pengalaman Kerja dan *Organizational Citizenship Behavior* (OCB) terhadap kinerja perawat Rumah Sakit Nahdlatul Ulama Jombang. Pengumpulan data dilakukan dengan penyebaran angket, observasi, wawancara, dokumentasi. Jenis penelitian verifikatif dengan menggunakan pendekatan kuantitatif serta menggunakan metode *explanatory research* yang dilaksanakan melalui pengumpulan data dilapangan. Populasi yang dipergunakan yaitu perawat Rumah Sakit Nahdlatul Ulama Jombang yang berjumlah 50 perawat. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji t dan uji koefisien determinasi (R^2) dengan bantuan SPSS versi 26. Berdasarkan hasil penelitian menunjukkan bahwa: 1. Komitmen Organisasi mampu meningkatkan kinerja perawat Rumah Sakit Nahdlatul Ulama Jombang, 2. Pengalaman Kerja mampu meningkatkan kinerja perawat Rumah Sakit Nahdlatul Ulama Jombang, 3. *Organizational Citizenship Behavior* (OCB) mampu meningkatkan kinerja perawat Rumah Sakit Nahdlatul Ulama Jombang.

Kata Kunci : Komitmen Organisasi, Pengalaman Kerja, *Organizational Citizenship Behavior* (OCB), Kinerja Karyawan

***THE INFLUENCE OF ORGANIZATIONAL COMMITMENT, WORK
EXPERIENCE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
ON THE PERFORMANCE OF NURSES
(Study At Nahdlatul Ulama Hospital Jombang)***

ABSTRACT

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The purpose of this study was to explain the influence of Organizational Commitment, Work Experience and Organizational Citizenship Behavior (OCB) variables on the performance of nurses at Nahdlatul Ulama Hospital, Jombang. Data collection was carried out by distributing questionnaires, observation, interviews, documentation. This type of verification research uses a quantitative approach and uses explanatory research methods which are carried out through field data collection. The population used was the nurses at the Nahdlatul Ulama Hospital, Jombang, totaling 50 nurses. The sampling technique uses a saturated sample technique. Methods of data analysis using validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through the t test and the coefficient of determination test (R^2) with the help of SPSS version 26. Based on the results of the study showed that: 1. Organizational Commitment can improve performance nurses at Nahdlatul Ulama Hospital Jombang, 2. Work experience can improve the performance of nurses at Nahdlatul Ulama Hospital Jombang, 3. Organizational Citizenship Behavior (OCB) can improve the performance of nurses at Nahdlatul Ulama Hospital Jombang.

Keywords: Organizational Commitment, Work Experience, Organizational Citizenship Behavior (OCB), Employee Performance