

**PENGARUH MOTIVASI KERJA TERHADAP KINERJA KARYAWAN YANG  
DIMEDIASI *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)  
(Studi Pada Perum Perhutani Kesatuan Bisnis Mandiri Industri Kayu  
Gresik)**

**ABSTRAK**

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**Dosen Pembimbing**

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Penelitian ini bertujuan untuk mengetahui, menganalisis, dan menjelaskan pengaruh motivasi dan *organizational citizenship behavior* terhadap kinerja karyawan, pengaruh motivasi terhadap *organizational citizenship behavior*, serta peran mediasi *organizational citizenship behavior* dalam pengaruh motivasi terhadap kinerja karyawan. Penelitian ini menggunakan pendekatan kuantitatif. Populasi dari penelitian ini berjumlah 52 karyawan dengan jumlah sampel sebanyak 52 karyawan Perum Perhutani KBMIK Gresik. Data penelitian diperoleh dari penyebaran kuesioner dengan menggunakan skala likert. Teknik analisis data penelitian ini dengan menggunakan SEM-PLS dengan bantuan aplikasi SmartPLS. Hasil dari penelitian ini menunjukkan bahwa motivasi dapat meningkatkan kinerja karyawan motivasi dapat meningkatkan *organizational citizenship behavior*, *organizational citizenship behavior* dapat meningkatkan kinerja karyawan, dan *organizational citizenship behavior* mampu memediasi sepenuhnya pengaruh motivasi terhadap kinerja karyawan

**Kata kunci :** Motivasi, *Organizational Citizenship Behavior*, Kinerja Karyawan

**THE INFLUENCE OF WORK MOTIVATION ON EMPLOYEE  
PERFORMANCE MEDIATED IN *ORGANIZATIONAL CITIZENSHIP  
BEHAVIOR (OCB)***

**(Study at Perum Perhutani Gresik Timber Industry Independent Business  
Unit)**

**ABSTRACT**

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*This study aims to identify, analyze, and explain the effect of motivation and organizational citizenship behavior on employee performance, the effect of motivation on organizational citizenship behavior, and the mediating role of organizational citizenship behavior in the effect of motivation on employee performance. This study uses a quantitative approach. The population of this study amounted to 52 employees with a total sample of 52 employees of Perum Perhutani KBMIK Gresik. Research data obtained from distributing questionnaires using a Likert scale. This research data analysis technique uses SEM-PLS with the help of the SmartPLS application. The results of this study indicate that motivation can improve employee performance motivation can increase organizational citizenship behavior, organizational citizenship behavior can improve employee performance, and organizational citizenship behavior is able to fully mediate the effect of motivation on employee performance*

**Keywords :** *Motivation, Organizational Citizenship Behavior, Employee Performance*