

ABSTRAK

Nurulhaini Umasugi. Disiplin Kerja, Etos Kerja Terhadap Kinerja Pegawai Yang Dimediasi Oleh *Organizational Citizenship Behavior* (OCB) Pada Puskesmas Siko Ternate. Ketua Komisi : Zulaiha Husan, Anggota Komisi: Muhammad Asril Arilaha.

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Disiplin Kerja, Etos Kerja Terhadap Kinerja Pegawai Yang Dimediasi Oleh *Organizational Citizenship Behavior* (OCB). Penelitian ini dilakukan pada pegawai salah satu Puskesmas yang berlokasi di kota ternate dengan jumlah sampel 98 responden. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan skala likert 1-5. Analisis data menggunakan metode kuantitatif PLS-SEM (Partial Least Square-Structural Equation Modeling) dengan bantuan software Smart PLS. Hasil penelitian menunjukkan bahwa Disiplin Kerja berpengaruh signifikan terhadap kinerja pegawai. Etos Kerja tidak berpengaruh signifikan terhadap kinerja pegawai. Disiplin Kerja tidak berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB). Etos Kerja berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB). *Organizational Citizenship Behavior* (OCB) berpengaruh signifikan terhadap kinerja pegawai. Disiplin Kerja tidak berpengaruh signifikan terhadap kinerja pegawai melalui *Organizational Citizenship Behavior* (OCB). Etos Kerja berpengaruh signifikan terhadap kinerja pegawai melalui *Organizational Citizenship Behavior* (OCB).

Kata Kunci: Disiplin Kerja; Etos Kerja; *Organizational Citizenship Behavior* (OCB); Kinerja Pegawai.

Abstract

Nurulhaini Umasugi. Work Discipline, Work Ethic on Employee Performance Mediated by Organizational Citizenship Behavior (OCB) at the Siko Ternate Community Health Center. Commission Chair: Zulaiha Husan, Commission Member: Muhammad Asril Arilaha.

This research aims to test and analyze the influence of Work Discipline, Work Ethic on Employee Performance Mediated by Organizational Citizenship Behavior (OCB). This research was conducted on employees of one of the Community Health Centers located in Ternate City with a sample size of 98 respondents. Data collection was carried out by distributing questionnaires with a 1-5 Likert scale. Data analysis uses the quantitative method PLS-SEM (Partial Least Square-Structural Equation Modeling) with the help of Smart PLS software. The research results show that Work Discipline has a significant effect on employee performance. Work Ethic does not have a significant effect on employee performance. Work Discipline does not have a significant effect on Organizational Citizenship Behavior (OCB). Work Ethic has a significant effect on Organizational Citizenship Behavior (OCB). Organizational Citizenship Behavior (OCB) has a significant effect on employee performance. Work Discipline does not have a significant effect on employee performance through Organizational Citizenship Behavior (OCB). Work Ethic has a significant effect on employee performance through Organizational Citizenship Behavior (OCB).

Keywords: *Work Discipline; Work ethic; Organizational Citizenship Behavior (OCB); Employee Performance.*