

## ABSTRAK

**Nurnisa Syamsu (2024).** Dampak *Fun At Work* dan *Mindfulness At Work* terhadap Kinerja Pegawai yang dimediasi oleh *Organizational Citizenship Behavior* pada Badan Penyelenggaran Jaminan Sosial Kesehatan Kantor Cabang Ternate.

Penerapan *Fun* dan *Mindfulness* dalam budaya organisasi akan memunculkan suatu perbedaan yang jelas dengan organisasi lainnya. Tujuan penerapan perasaan *Fun* dan *Mindfulness* agar meminimalisir masalah yang timbul diorganisasi dari sikap-sikap *Emotional Culture*, sehingga tidak ada jarak antara satu dengan lainnya, memiliki perasaan kebersamaan dalam bekerja serta sikap saling mendukung dan memberikan apresiasi dalam bekerja. Dari aktifitas *Fun At Work* dan *Mindfulness At Work* yang mempengaruhi kinerja pegawai, ini juga dapat menimbulkan pengaruh perilaku adanya sikap *Organizational Citizenship Behavior* (OCB). Penelitian ini bertujuan untuk memperoleh bukti empiris dari Dampak *Fun At Work* dan *Mindfulness At Work* terhadap Kinerja Pegawai yang dimediasi oleh *Organizational Citizenship Behavior* pada Badan Penyelenggaran Jaminan Sosial Kesehatan Kantor Cabang Ternate. Sampel yang dihasilkan sebanyak 97. Kuesioner di bagikan kepada pegawai yang ada di Kantor Badan Penyelenggaran Jaminan Sosial Kesehatan Kantor Cabang Ternate dan Kantor Kabupaten Kota se Provinsi Maluku Utara. Penelitian ini menggunakan Metode Kuantitatif. Pengolahan data menggunakan *Partial Least Square* (PLS). Hasil penelitian secara langsung menunjukkan bahwa *Mindfulness At Work* tidak Berpengaruh Signifikan terhadap kinerja karyawan begitujuga dengan variabel *Mindfulness At Work* terhadap Kinerja Pegawai yang dimediasi oleh *Organizational Citizenship Behavior* (OCB) tidak berpengaruh signifikan. Sedangkan variabel *Fun At Work* terhadap Kinerja Karyawan, *Fun At Work* terhadap *Organizational Citizenship Behavior* (OCB), *Mindfulness At Work* terhadap Kinerja Karywan, *Organizational Citizenship Behavior* (OCB) terhadap Kinerja Karywan serta secara tidak langsung variabel *Fun At Work* terhadap Kinerja Karyawan yang dimediasi oleh *Organizational Citizenship Behavior* (OCB) seluruhnya berpengaruh Signifikan.

**Kata Kunci:** *Fun At Work, Mindfulness At Work, Kinerja Pegawai dan Organizational Citizenship Behavior*

## **ABSTRACT**

**Nurnisa Syamsu (2024).** *The impact of Fun at Work and Mindfulness At Work on Employee Performance as mediated by Organizational Citizenship Behavior at the Social Security and Health Administering Agency, Ternate Branch Office.*

*Integrating Fun and Mindfulness into Organizational Culture can distinctly set an organization apart from its competitors. The primary objective of fostering Fun and Mindfulness in the workplace is to mitigate issues stemming from emotional culture, thereby fostering a sense of togetherness and promoting a supportive, appreciative work environment. Activities centered around Fun and Mindfulness at work not only enhance employee performance but also positively influence Organizational Citizenship Behavior (OCB). This study aims to empirically examine the impact of Fun and Mindfulness at Work on employee performance, with OCB acting as a mediating factor, at the Ternate Branch Office of the Health and Social Security Administration. The research sample consisted of 97 employees from the Health and Social Security Administering Agency's Ternate Branch Office and various City Regency Offices across North Maluku Province. Utilizing quantitative methods and Partial Least Square (PLS) for data analysis, the findings revealed that Mindfulness at Work does not significantly affect employee performance, either directly or indirectly through OCB. In contrast, Fun at Work significantly impacts Employee Performance, both directly and indirectly via OCB. Additionally, significant relationships were observed between Fun at Work and OCB, and between OCB and Employee Performance.*

**Keywords:** *Fun at Work, Mindfulness at Work, Employee Performance, Organizational Citizenship Behavior*

