

ABSTRAK

Nur Fitria Idhan, 2024. Pengaruh Reward Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behavior* Sebagai Pemediasi Pada Bela Hotel Ternate. Pembimbing Utama : Nurlaila, Pembimbing Pendamping : Ruslan A. Kamis

Penelitian ini bertujuan untuk mengetahui Pengaruh *Reward* Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behavior* Sebagai Pemediasi. Penelitian ini merupakan penelitian kuantitatif. Populasi dalam penelitian ini yaitu karyawan Bela Hotel Ternate. Jumlah sampel penelitian sebanyak 106 responden. Teknik analisis data yang digunakan adalah *path modelling* dengan *Smart Partial Least Square (PLS)* versi 4 sebagai alat ujistatistik.

Hasil Penelitian ini menunjukkan bahwa : (1) Pengaruh Reward terhadap Kinerja Karyawan berpengaruh Positif dan Signifikan; (2) Pengaruh *Reward* Terhadap *Organizational Citizenship Behavior* berpengaruh Positif dan Signifikan; (3) Pengaruh *Organizational Citizenship Behavior* Terhadap Kinerja Karyawan berpengaruh Positif dan Signifikan.

Kata Kunci : Kinerja Pegawai, Penghargaan, *Organizational Citizenship Behavior*

ABSTRACT

Nur Fitria Idhan, 2024. *The Effect of Rewards on Employee Performance Through Organizational Citizenship Behavior as a Mediating Variable in Bela Hotel Ternate.* Advisor : Nurlaila, Co. Advisor : Ruslan A. Kamis.

This research aims to determine the effect of rewards on employee performance with organizational citizenship behavior as a mediator. This research is quantitative research. The population in this study were employees of the Bela Hotel Ternate. The total research sample was 106 respondents. The data analysis technique used is path modeling with Smart Partial Least Square (PLS) version 4 as a statistical test tool.

The results of this research show that: (1) The influence of rewards on employee performance is positive and significant; (2) The influence of rewards on organizational citizenship behavior has a positive and significant effect; (3) The influence of organizational citizenship behavior on employee performance has a positive and significant effect.

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