

Pengaruh kepuasan kerja dan organizational citizenship behavior terhadap kinerja karyawan pada the Indonesia capital market institute = The effect of job satisfaction and organizational citizenship behavior on employee performance in the Indonesia capital market institute

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja dan organizational citizenship behavior terhadap kinerja karyawan pada The Indonesian Capital Market Institute TICMI . Pendekatan penelitian ini menggunakan pendekatan metode campuran dengan jenis metode campuran sekuensial eksplanatori.

Pendekatan penelitian ini melibatkan dua fase, fase kuantitatif dengan menyebarkan kuesioner dan fase kualitatif dengan wawancara. Sampel yang diambil adalah total sampel, yaitu karyawan The Indonesian Capital Market Institute yang berjumlah 30 responden. Teknik analisis yang digunakan adalah regresi linier berganda.

Hasil penelitian menunjukkan bahwa kepuasan kerja tidak berpengaruh secara signifikan terhadap kinerja karyawan, organizational citizenship behavior berpengaruh secara signifikan terhadap kinerja karyawan, dan kepuasan kerja dan organizational citizenship behavior secara simultan berpengaruh terhadap kinerja karyawan The Indonesian Capital Market Institute.

.....The research aims to analyse the effect of job satisfaction and organizational citizenship behavior on employee performance in The Indonesian Capital Market Institute TICMI . This research approach used mixed method approach with type explanatory sequential mixed method. This research approach involves two phases, the first phase quantitative with survey using questionnaires and the second phase qualitative with interview method. The survey with total sampling, all employee in The Indonesia Capital Market Institute which amounts to 30 respondent. Data analysis techniques used in this study is multiple linier regression.

The results showed that job satisfaction don't have significant effect to employee performance. Organizational citizenship behavior have effect is significant to employee performance, and job satisfaction and organizational citizenship behavior simultaneously and significant in improving the employee performance at The Indonesian Capital Market Institute.