

ABSTRAK

Tujuan penelitian untuk mengetahui dan menganalisis variabel *Self Efficacy*, *Organizational Citizenship Behavior* (OCB), dan Lingkungan Kerja terhadap Kinerja Karyawan CV Maju Jaya Sidoarjo. Pendekatan yang digunakan dalam penelitian ini yaitu menggunakan pendekatan kuantitatif. Menggunakan seluruh populasi seluruh karyawan CV Maju Jaya Sidoarjo yang berjumlah 40 orang, dijadikan sebagai sampel penelitian ditentukan dengan menggunakan *sampling* jenuh. Sumber data penelitian diperoleh dengan cara menyebar kuesioner kepada responden untuk memperoleh data dan informasi yang dibutuhkan. Teknik analisis data menggunakan Analisis Linier Berganda dengan tujuan untuk mengetahui seberapa besar pengaruh variabel *Self Efficacy*, *Organizational Citizenship Behavior*, dan Lingkungan Kerja terhadap Kinerja Karyawan. Hasil penelitian menunjukkan bahwa variabel *Self Efficacy* secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan, *Organizational Citizenship Behavior* (OCB) secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan, dan juga Lingkungan Kerja yang secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan

Kata Kunci : *Self Efficacy*, *Organizational Citizenship Behavior* (OCB), Lingkungan Kerja, dan Kinerja Karyawan

ABSTRACT

This research aimed to find out and analyze the effect of Self Efficacy, Organizational Citizenship Behavior (OCB), and work environment on employees' performance of CV. Maju Jaya, Sidoarjo. The research was quantitative. Moreover, the data collection technique used saturated sampling, in which all members of the population were taken as samples. In line with that, there were 40 employees as the sample. Furthermore, the data sources were taken by distributing questionnaires to respondents in order to have data and information which were needed. Additionally, the data analysis technique used multiple linear analysis in order to find out how far the effect of Self Efficacy, Organizational Citizenship Behavior, and work environment on employees' performance. In addition, the research result concluded Self Efficacy, partially, had a positive and significant effect on employees' performance. Likewise, Organizational Citizenship Behavior (OCB), partially, had a positive and significant effect on employees' performance. Similarly, work environment, partially, had a positive and significant effect on employees' performance.

Keywords: *Self Efficacy, Organizational Citizenship Behavior (OCB), Work Environment, Employees' Performance*



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