

ABSTRAK

Sumber Daya Manusia (SDM) merupakan faktor terpenting dalam setiap kegiatan sebuah perusahaan, oleh karena itu pelaksanaan suatu pengembangan sumber daya manusia dimaksudkan agar karyawan dapat meningkatkan kinerjanya. Penelitian ini bertujuan untuk mengetahui pengaruh *organizational citizenship behavior*, kerjasama tim, dan penghargaan terhadap kinerja karyawan Perhutani Divisi Regional Jawa Timur.

Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kausal komparatif. Populasi dalam penelitian ini adalah karyawan Perhutani Divisi Regional Jawa Timur. Teknik pengambilan sampel yang digunakan dalam penelitian ini dengan menggunakan sampel jenuh yaitu seluruh anggota populasi digunakan sebagai sampel. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan jumlah sampel sebanyak 100 responden. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisis regresi linear berganda.

Hasil penelitian menunjukkan bahwa *organizational citizenship behavior*, kerjasama tim, dan penghargaan berpengaruh positif dan signifikan terhadap kinerja karyawan Perhutani Divisi Regional Jawa Timur. Hasil koefisien determinasi menunjukkan bahwa variabel *organizational citizenship behavior*, kerjasama tim, dan penghargaan memberikan kontribusi *R Square* sebesar 57,4% terhadap kinerja karyawan, sedangkan sisanya 42,6% dipengaruhi oleh variabel lain.

Kata Kunci: *oganizational citizenship behavior*, kerjasama tim, penghargaan, kinerja karyawan.

ABSTRACT

Human Resources (HR) is the most important factor in every activity of a company. Therefore, the implementation of human resource development is intended to improve employees' performance. This research aimed to find out the effect of organizational citizenship behavior, teamwork, and achievement on the employee' performance of Perhutani in the East Java Regional Division.

The research was causal-comparative. Furthermore, the research population used Perhutani employees in the East Java Regional Division. The data collection technique used a saturated sampling, in which all members of the population were the sample. Moreover, the instrument in the data collection technique used a questionnaire. The questionnaire was distributed to 100 respondents as sample. Additionally, the data analysis technique used multiple linear regression analysis techniques.

The result showed that organizational citizenship behavior, teamwork, and achievement had a positive and significant on the employees' performance at Perhutani East Java Regional Division. In addition, the determination coefficient result indicated that organizational citizenship behavior, teamwork, and achievement had R Square of 57,4% on the employees' performance. Meanwhile, the rest of 42,6% was affected by other variables outside the research.

Keywords: *Organizational Citizenship Behavior, Teamwork, Achievement, Employees' Performance*



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