

Analisis Pengaruh *Self-Esteem*, *Work motivation*, *Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Karyawan di Biro Sumber Daya Manusia dan Organisasi Kementerian Kehutanan

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ABSTRAK

Penelitian ini menggunakan metode kuantitatif dan berlokasi di Jl. Pejompongan Raya No.1, RT.1/RW. 3, Bend. Hilir, Kecamatan Tanah Abang, Kota Jakarta Pusat. Tujuan penelitian yaitu untuk mengetahui dan membuktikan analisis pengaruh *self-esteem* terhadap kinerja karyawan, pengaruh *work motivation* kepada kinerja karyawan, dan pengaruh *ocb* terhadap kinerja karyawan. Sampel dalam penelitian ini sebanyak 71 responden dan menggunakan Teknik pengambilan total *sampling*. Teknik analisis data menggunakan metode Partial Least Square (PLS) dengan aplikasi smartPLS 4. Berdasarkan hasil pengujian yang telah dilakukan, ditemukan bahwa (1) *self-esteem* berpengaruh terhadap kinerja karyawan, (2) *work motivation* berpengaruh terhadap kinerja karyawan, (3) *organizational citizenship behavior* tidak berpengaruh terhadap kinerja karyawan.

Kata Kunci: Kinerja Karyawan, *Self-esteem*, *Work motivation*, *Organizational Citizenship Behavior*

***Analysis Of The Influence Of Self-Esteem, Work motivation, Organizational
Citizenship Behavior (OCB) On Employee Performance In The Human
Resources and Organization Bureu Of The Ministry Of Forestry***

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ABSTRACT

This study used quantitative methods and was conducted at Jl. Pejompongan Raya No.1, RT.1/RW. 3, Bend. Hilir, Tanah Abang District, Central Jakarta City. The purpose of this study was to determine and prove the influence of self-esteem on employee performance, the influence of work motivation on employee performance, and the influence of OCB on employee performance. The sample in this study consisted of 71 respondents and used total sampling technique. The data analysis technique used the Partial Least Square (PLS) method with the smartPLS 4 application. Based on the results of the tests conducted, it was found that (1) self-esteem affects employee performance, (2) work motivation affects employee performance, (3) organizational citizenship behavior does not affect employee performance.

Keywords: *Employee Performance, Self-Esteem, Work motivation, Organizational
Citizenship Behavior*