

ABSTRACT

Deovani Y., 2014 Thesis. Title: "The Effects of Organizational Citizenship Behavior on Employee Performance in the State Islamic University of Maulana Malik Ibrahim Malang"

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Organizational citizenship behavior (OCB) has a strong influence on employee performance remains part of UIN Maliki administration, because OCB is positive behaviors of people who exist in the organization, which is expressed in the form of a conscious and voluntary willingness to work, to contribute more than what is formally required by the organization, and can improve the performance of the employee. Based UIN Maliki as "Islamic Campus", aspires to be a center of excellence and centers of Islamic civilization at the same time implement the teachings of Islam as mercy to the worlds (al-Islam li al-Alamin grace), it should apply the entire academic community values sincerity or OCB in work. This study aims to determine the effect of variable altruism, sportsmanship, courtesy, civic virtue, conscientiousness on employee performance.

This study uses a quantitative approach, data obtained by questionnaires given to 107 employees remain part of UIN Maliki administration as respondents. Methods of data analysis using multiple linear regression which includes Test Validity and reliability, Classical Assumption Test, F Test, and t tests were assisted by 16:00 SPSS for windows.

Partially independent variables (altruism, sportsmanship, courtesy, civic virtue, conscientiousness) have significant influence on the performance of employees remain part of UIN Maliki administration. This is evidenced by the significant value of t (altruism = 0.000, = 0.038 sportsmanship, courtesy = 0.015, = 0.019 civic virtue, conscientiousness = 0.000) less than 5%. While simultaneous independent variables (altruism, sportsmanship, courtesy, civic virtue, conscientiousness) have significant influence on the performance of employees remain part of UIN Maliki administration. This is evidenced by the significant value of F (0,000 a) less than 5%. The dominant variable is the variable conscientiousness. This is indicated by the r2 value (0.359) or the value of a contribution of 35.9%, thus indicating that the dominant variable conscientiousness significant effect on employee performance variables remain part of UIN Maliki administration.