

ABSTRAK

SAHRIANI. 2024. Pengaruh Komponen Kompensasi Terhadap Organizational Citizenship Behavior (OCB) Pada Puskesmas Mahalona Kecamatan Towuti Kabupaten Luwu Timur. Skripsi. Jurusan Manajemen Fakultas Ekonomi dan Bisnis. Universitas Muhammadiyah Makassar. Dibimbing Oleh: M Hidayat dan Muhammad Akib

Penelitian ini bertujuan untuk menganalisis Pengaruh Komponen Kompensasi Terhadap *Organizational Citizenship Behavior* Pada Puskesmas Mahalona Kecamatan Towuti Kabupaten Luwu Timur. Jumlah populasi dalam penelitian ini sebanyak 83 orang. Penelitian ini menggunakan purposive sampling Teknik penentuan sampel dengan pertimbangan tertentu. Maka sampel yang digunakan sebanyak 45 orang menggunakan rumus slovin. Data penelitian ini diperoleh dari kuesioner (data primer). Hasil penelitian dari data yang diolah menggunakan perhitungan statistik SPSS Versi 25, berdasarkan hasil output SPSS secara parsial hasil penelitian menunjukkan bahwa secara parsial variabel Kompensasi finansial dan kompensasi nonfinansial mempunyai pengaruh terhadap *Organizational Citizenship Behavior*. Hasil lain ditemukan bahwa variabel Kompensasi finansial dan kompensasi nonfinansial berpengaruh secara signifikan terhadap *Organizational Citizenship Behavior* dengan nilai signifikan untuk Kompensasi finansial sebesar $0,001 < 0,05$ dan nilai signifikan untuk Kompensasi non finansial sebesar $0,000 < 0,05$. Kompensasi finansial dan kompensasi non finansial berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*.

Kata Kunci : *Komponen Kompensasi, Organizational Citizenship Behavior (OCB)*

ABSTRACT

SAHRIANI. 2024. *The Effect of Compensation Components on Organizational Citizenship Behavior (OCB) at Mahalona Health Center, Towuti District, East Luwu Regency. Thesis. Department of Management, Faculty of Economics and Business. University of Muhammadiyah Makassar. Supervised by M Hidayat and Muhammad Akib*

This study aims to analyze the effect of compensation components on Organizational Citizenship Behavior at the Mahalona Health Center, Towuti District, East Luwu Regency. The population in this study were 83 employees at the Mahalona Health Center. And this study used a purposive sample sampling technique with certain considerations. Then the sample used was 45 people using the Slovin formula. This research data was obtained from a questionnaire (primary data). The results of research from data processed using SPSS Version 25 statistical calculations, based on the results of SPSS output partially the results showed that partially the variables of financial compensation and non-financial compensation Organizational Citizenship Behavior. Other results found that the variables of financial compensation and nonfinancial compensation had no significant effect on Organizational Citizenship Behavior with a significant value for financial compensation of $0.001 < 0.05$ and a significant value for non financial compensation of $0,000 < 0.05$. Financial compensation and non financial compensation do not have a positive and significant effect on Organizational Citizenship Behavior.

Keywords : Compensation Components, Organizational Citizenship Behavior (OCB)