

ABSTRACT

This research is designed to examine the effect of organizational culture and job involvement on human resource performance through OCB-altruism in DPRD Secretariat of Kolaka Regency of South East Sulawesi. After distributing relevant questionnaires among 72 employees, all usable questionnaires are returned. Then the data collected are analyzed by using Structural Equation Modeling with SmartPLS version 3. Research results show that no significant direct effect between organizational culture and human resource performance, but an indirect effect between organizational culture and human resource performance with OCB-altruism acting as a mediator. Furthermore job involvement not only has a positive significant effect on OCB-altruism, but also on human resource performance. While OCB-altruism also has a positive significant effect on human resource performance.

*Keywords: Organizational Culture, Job Involvement, OCB-altruism,
Human Resource Performance*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan *job involvement* terhadap kinerja sumber daya manusia melalui OCB-*altruism* di Sekretariat DPRD Kab. Kolaka Sulawesi Tenggara. Setelah menyebarkan kuesioner yang relevan pada 72 karyawan yang menjadi sampel penelitian, maka semua kuesioner dikembalikan secara keseluruhan. Data yang terkumpul kemudian dianalisa menggunakan *Structural Equation Modeling* dengan paket *software* SmartPLS versi 3. Hasil penelitian menunjukkan bahwa budaya organisasi hanya berpengaruh positif signifikan terhadap OCB-*altruism* dan tidak pada kinerja sumber daya manusia. Sedangkan *job involvement* berpengaruh positif signifikan terhadap OCB-*altruism* dan kinerja sumber daya manusia. Demikian juga OCB-*altruism* berpengaruh positif signifikan terhadap kinerja sumber daya manusia.

Kata kunci: Budaya Organisasi, *Job Involvement*, OCB-*altruism*,
Kinerja Sumber Daya Manusia