ABSTRACT

This study is to analyze the influence of personality, professional commitment and organizational citizenship behavior on the performance of bintara Police Wakatobi. The formulation of the problem in this research is how much influence: 1) Personality of the performance of human resources; 2) Personalities of the organizational citizenship behavior; 3) Professional Commitment to organizational citizenship behavior; 4) Commitment to the performance of HR professionals; and 5) Organizational citizenship behavior on the performance of human resources;

Population and sample is the entire bintara in charge of the Police Wakatobi totaling 128 people. In the number of respondents who returns the questionnaire as many as 122 people. The techniques used in this study is "purposive sampling". This study uses analysis model Smart PLS (Partial Least Square) as a tool of analysis.

The results showed: 1) Personality no significant positive impact on performance, 2) Personality significant positive impact on organizational citizenship behavior, 3) Commitment to Professional significant positive impact on organizational citizenship behavior, 4) Professional Commitment and positive impact on the signiifikan HR performance, 5) organizational citizenship behavior and a significant positive impact on the performance of human resources.

Keywords: Personality, Professional Commitment, Organizational Citizenship Behavior, Human Resources Performance

ABSTRAK

Penelitian ini adalah menganalisis pengaruh Kepribadian, Komitmen Profesional dan *organizational citizenship behavior* terhadap kinerja bintara Polres Wakatobi. Adapun rumusan masalah dalam penelitian ini adalah seberapa besar pengaruh : 1) Kepribadian terhadap kinerja SDM; 2) Kepribadian terhadap *organizational citizenship behavior*; 3) Komitmen Profesional terhadap *organizational citizenship behavior*; 4) Komitmen Profesional terhadap kinerja SDM; dan 5) *Organizational citizenship behavior* terhadap kinerja SDM;

Populasi dan sampel penelitian adalah seluruh bintara yang bertugas pada Polres Kabupaten Wakatobi yang berjumlah 128 orang. Jumlah responden yang mengembalikan kuesioner sebanyak 122 orang. Teknik yang di gunakan dalam penelitian ini adalah ”*Purposive Sampling*”. Penelitian ini menggunakan model analisis Smart PLS (*Partial Least Square*) sebagai alat bantu analisisnya.

Hasil penelitian ini menunjukkan : 1) Kepribadian tidak berdampak positif dan signifikan terhadap kinerja, 2) Kepribadian berdampak positif dan signifikan terhadap *organizational citizenship behavior*, 3) Komitmen Profesional berdampak positif dan signifikan terhadap *organizational citizenship behavior*, 4) Komitmen Profesional berdampak positif dan signiifikan terhadap kinerja SDM, 5) *Organizational citizenship behavior* berdampak positif dan signifikan terhadap kinerja SDM.

Kata Kunci : Kepribadian, Komitmen Profesional, Organizational Citizenship Behavior, Kinerja SDM