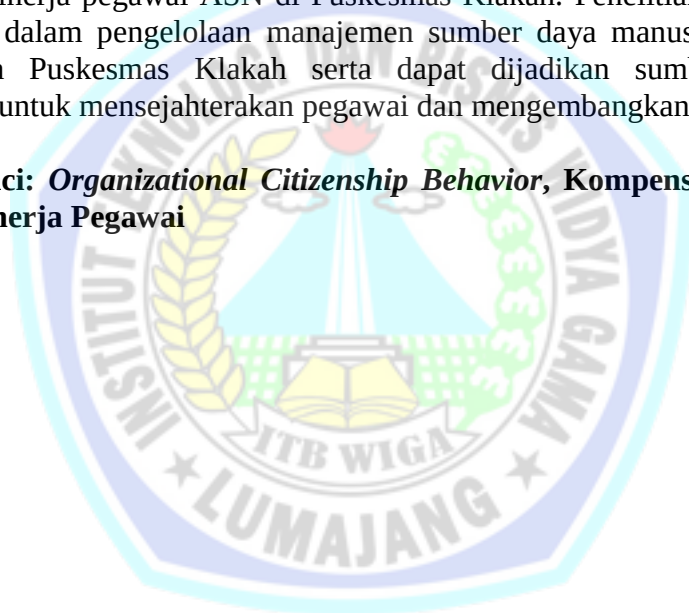


ABSTRAK

Kinerja merupakan pencapaian hasil kerja oleh pegawai dalam melaksanakan tugas yang menjadi tanggung jawabnya. Penelitian ini bertujuan untuk mengkaji pengaruh *Organizational Citizenship Behavior*, Kompensasi dan Lingkungan Kerja terhadap Kinerja Pegawai ASN di Puskesmas Klakah. Penelitian ini menggunakan pendekatan kuantitatif dengan seluruh pegawai ASN di Puskesmas Klakah sebagai populasi. Teknik sampling menggunakan sampel jenuh diperoleh responden berjumlah 46 pegawai. Data dianalisis menggunakan metode regresi linier berganda, sedangkan pengumpulan data utama dilakukan melalui distribusi kuesioner yang menggunakan skala Likert. Data hasil penyebaran kuesioner diolah menggunakan *software* SPSS 24. Penelitian ini mengungkapkan bahwa *organizational citizenship behavior* dan kompensasi berpengaruh terhadap kinerja pegawai ASN di Puskesmas Klakah, sementara lingkungan kerja tidak berpengaruh terhadap kinerja pegawai ASN di Puskesmas Klakah. Penelitian ini memberikan kontribusi dalam pengelolaan manajemen sumber daya manusia terutama pada lingkungan Puskesmas Klakah serta dapat dijadikan sumber pengambilan keputusan untuk mensejahterakan pegawai dan mengembangkan pelayanan.

Kata Kunci: *Organizational Citizenship Behavior*, Kompensasi, Lingkungan Kerja, Kinerja Pegawai



ABSTRACT

Performance is the achievement of work results by employees in carrying out the tasks for which they are responsible. This study aims to examine the influence of Organizational Citizenship Behavior, Compensation and Work Environment on the Performance of ASN Employees at the Klakah Health Center. This study uses a quantitative approach with all ASN employees at the Klakah Health Center as a population. The sampling technique using saturated samples was obtained by 46 respondents. The data was analyzed using the multiple linear regression method, while the main data collection was carried out through a questionnaire distribution using the Likert scale. The data from the questionnaire distribution was processed using SPSS 24 software. This study revealed that organizational citizenship behavior and compensation affect the performance of ASN employees at the Klakah Health Center, while the work environment does not affect the performance of ASN employees at the Klakah Health Center. This research contributes to the management of human resource management, especially in the Klakah Health Center environment and can be used as a source of decision-making to prosper employees and develop services.

Keywords: *Organizational Citizenship Behavior, Compensation, Work Environment, Employee Performance*

