

ABSTRAK

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Program Studi : Manajemen Sumber Daya Manusia
Judul : Pengaruh *Employee Engagement*, *Work Load* dan *Self Awareness* Terhadap *Organizational Citizenship Behavior* (OCB) Pada Satuan Polisi Pamong Praja Kabupaten Pakpak Bharat.

Penelitian ini bertujuan untuk menganalisis pengaruh *Employee Engagement*, *Work Load* dan *Self Awareness* Terhadap *Organizational Citizenship Behavior* (OCB) Pada Satuan Polisi Pamong Praja Kabupaten Pakpak Bharat. Data untuk penelitian ini dikumpulkan melalui metode survei menggunakan kuesioner sebagai instrumen pengumpulan data. Responden dalam penelitian ini adalah 37 responden. Penelitian ini menggunakan pendekatan kuantitatif dengan analisis regresi linear berganda menggunakan perangkat lunak SPSS (*Statistical Package for the Social Sciences*). Hasil penelitian menunjukkan bahwa secara parsial *Employee Engagement* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) pada Satuan Polisi Pamong Praja Kabupaten Pakpak Bharat. Secara parsial *Work Load* berpengaruh negatif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) pada Satuan Polisi Pamong Praja Kabupaten Pakpak Bharat. Secara parsial, *Self Awareness* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) pada Satuan Polisi Pamong Praja Kabupaten Pakpak Bharat

Kata Kunci : *Employee Engagement*, *Work Load*, *Self Awareness*, *Organizational Citizenship Behavior* (OCB)

ABTSRACT

Name : Loide Astrike Banurea
Study Program: Human Resource Management
Title : The Influence of Employee Engagement, Workload and Self Awareness on Organizational Citizenship Behavior (OCB) at the Civil Service Police Unit of Pakpak Bharat Regency.

This study aims to analyze the influence of Employee Engagement, Workload and Self Awareness on Organizational Citizenship Behavior (OCB) at the Civil Service Police Unit of Pakpak Bharat Regency. Data for this study were collected through a survey method using a questionnaire as a data collection instrument. Respondents in this study were 37 respondents . This study uses a quantitative approach with multiple linear regression analysis using SPSS (Statistical Package for the Social Sciences) software. The results of the study indicate that partially Employee Engagement has a positive and significant effect on Organizational Citizenship Behavior (OCB) at the Civil Service Police Unit of Pakpak Bharat Regency. Partially Workload has a negative and significant effect on Organizational Citizenship Behavior (OCB) at the Civil Service Police Unit of Pakpak Bharat Regency. Partially, Self Awareness has a positive and significant effect on Organizational Citizenship Behavior (OCB) at the Civil Service Police Unit of Pakpak Bharat Regency

Keywords: Employee Engagement, Workload, Self Awareness, Organizational Citizenship Behavior (OCB)