

ABSTRAK

Nabilla Aulia Ika Permatasari, 2025. Pengaruh *Reward*, *Organizational Citizenship Behavior* (OCB) dan Disiplin Kerja terhadap Kinerja Karyawan Bank Jatim Cabang Magetan. Pembimbing (I) Dr. Liliek Nur Sulistyowati, S. E., M.M., Pembimbing (II) Dr. Apriyanti, S.E.,M.M.CPSMM.

Penelitian ini bertujuan untuk menganalisis pengaruh *reward*, *Organizational Citizenship Behavior* (OCB), dan disiplin kerja terhadap kinerja karyawan PT Bank Jatim Cabang Magetan. Populasi penelitian terdiri dari 65 karyawan, dengan seluruh populasi dijadikan sampel menggunakan teknik sampling jenuh. Data dikumpulkan melalui kuesioner dengan skala Likert dan dianalisis menggunakan regresi linier berganda dengan bantuan SPSS versi 25. Hasil penelitian menunjukkan bahwa *reward*, OCB, dan disiplin kerja secara parsial dan simultan berpengaruh positif dan signifikan terhadap kinerja karyawan. Penelitian ini mengimplikasikan perlunya penerapan sistem *reward* yang adil, pembinaan budaya kerja yang mendukung perilaku OCB, dan penegakan disiplin kerja yang konsisten untuk meningkatkan kinerja karyawan PT Bank Jatim Cabang Magetan.

Kata kunci: *Reward*, *Organizational Citizenship Behavior*, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

Nabilla Aulia Ika Permatasari, 2025. *The Effect of Reward, Organizational Citizenship Behavior (OCB), and Work Discipline on Employee Performance at Bank Jatim Magetan Branch*. Advisors: (1) Dr. Liliek Nur Sulistyowati, S.E., M.M.; (2) Dr. Apriyanti, S.E., M.M.CPSMM.

This study aims to analyze the influence of rewards, Organizational Citizenship Behavior (OCB), and work discipline towards employee performance at PT. Bank Jatim, Magetan Branch. The study population consisted of 65 employees, with the entire population sampled using a saturated sampling technique. Data were collected through a Likert-scale questionnaire and analyzed using multiple linear regression using SPSS version 25. The results indicate that rewards, OCB, and work discipline partially and simultaneously have a positive and significant effect towards employee performance. This study implies the need to implement a fair reward system, foster a work culture that supports OCB behavior, and enforce consistent work discipline to improve employee performance at PT. Bank Jatim, Magetan Branch.

Keywords: Rewards, Organizational Citizenship Behavior, Work Discipline, Employee Performance.