

Abstrak

Penelitian ini bertujuan untuk mengetahui Pengaruh secara parsial maupun simultan variabel Kepemimpinan, Lingkungan Kerja dan *Organizational Citizenship Behavior (OCB)* dalam menerapkan Protokol kesehatan terhadap Kinerja Karyawan UPT PSMB-LT Surabaya di Era New Normal Pandemi Covid-19.

Penelitian ini menggunakan jenis penelitian kuantitatif dengan menggunakan populasi sebanyak 35 pegawai UPT PSMB-LT Surabaya, dengan metode pengambilan sampel sampling jenuh maka diperoleh sampel penelitian sebanyak 35 responden, dengan analisis data regresi linear berganda dengan bantuan software SPSS.

Hasil penelitian menunjukkan bahwa Kepemimpinan berpengaruh signifikan terhadap Kinerja Karyawan UPT PSMB-LT Surabaya di Era New Normal Pandemi Covid-19 dengan besaran pengaruh sebesar 0.346 atau 34.6%. Lingkungan kerja berpengaruh signifikan terhadap Kinerja Karyawan UPT PSMB-LT Surabaya di Era New Normal Pandemi Covid-19 dengan besaran pengaruh sebesar 0.386 atau 38.6%. *Organizational Citizenship Behavior (OCB)* berpengaruh signifikan terhadap Kinerja Karyawan UPT PSMB-LT Surabaya di Era New Normal Pandemi Covid-19 dengan besaran pengaruh sebesar 0.307 atau 30.7%. Kepemimpinan, Lingkungan Kerja dan *Organizational Citizenship Behavior (OCB)* berpengaruh signifikan terhadap Kinerja karyawan UPT PSMB-LT Surabaya di Era New Normal Pandemi Covid-19.

Kata Kunci : Kepemimpinan, Lingkungan Kerja, *Organizational Citizenship Behavior* dan Kinerja Karyawan

Abstract

This study aims to see the partial influence, leadership variables, work environment and organizational citizenship behavior (OCB) in implementing health protocols on employee performance in UPT PSMB-LT Surabaya in the New Normal of the Covid-19 Pandemic.

This research uses quantitative research using a population of 35 employees of UPT PSMB-LT Surabaya, with saturated sampling method, the research sample is 35, with multiple linear regression data analysis with the help of SPSS software.

The results showed that leadership had a significant effect on the performance of UPT PSMB-LT Surabaya employees in the New Normal of the Covid-19 Pandemic with an influence of 0.346 or 34.6%. The work environment has a significant effect on the Performance of UPT PSMB-LT Surabaya Employees in the New Normal of the Covid-19 Pandemic with an influence of 0.386 or 38.6%. Organizational Citizenship Behavior (OCB) has a significant effect on the Performance of UPT PSMB-LT Surabaya Employees in the New Normal of the Covid-19 Pandemic with a magnitude of influence of 0.307 or 30.7%. Leadership, Work Environment and Organizational Citizenship Behavior (OCB) have a significant effect on the employee performance of UPT PSMB-LT Surabaya in the New Normal of the Covid-19 Pandemic.

Keywords: Leadership, Work Environment, Organizational Citizenship Behavior and Employee Performance