

ABSTRACT

This study aims to analyze the influence of the public service motivation, organizational citizenship behavior and organizational culture on employee performance.

The population in this study is 262 public servant employees in Semarang city. The number of samples used in this study were 100 respondents taken by proportional random sampling method. The method of data collection is done through a questionnaire. This research used multiple regression analysis using the SPSS 22 analysis tool. The variables used in this study is Public Service Motivation, Organizational Citizenship Behavior, Organization Culture as an independent variable, and Employee Performance as the dependent variable.

The result of this study show that the public service motivation has a positive and significant effect on employee performance, organizational citizenship behavior has a positive and significant effect on employee performance and the organizational culture has positive not significant effect on employee performance.

Keywords: Public Service Motivation, Organizational Citizenship Behavior, Organization Culture, Employee Performance