

ABSTRACT

XpertiseNow is a company engaged in the business consulting business. The development of the business world encourages every company to plan its human resources in order to be able to compete and compete against other competitors. Therefore, the achievement of the company's goals depends on the quality and management of human resources because of their very important role on the prospects of employees and the company, especially on employee performance.

One aspect that can have an impact on employee performance is Organizational Citizenship Behavior, so the purpose of this research is to find out how Organizational Citizenship Behavior is on XpertiseNow, find out how employee performance is on XpertiseNow and find out how much influence Organizational Citizenship Behavior has on employee performance on XpertiseNow.

Collecting data in this study using an online questionnaire in the form of a Google Form which will be distributed to the internal company of XpertiseNow, using the entire population as a sample with a saturated sampling technique. Then descriptive analysis will be carried out, classical assumption test analysis, simple linear regression analysis, T test and coefficient of determination.

The results of this research data processing show that descriptively the percentage of the OCB variable is 84.1%, then the percentage of employee performance variables is 84.3%, and statistically it is found that T count is 5.994 with T table is 1.659.

So it can be concluded that the OCB variable in this study is in the very good category, as well as the employee performance variable is in the very good category. It was also found that there is a significant influence between organizational citizenship behavior on XpertiseNow Pte Ltd employee performance.

Keywords: *Organizational Citizenship Behavior, Employee Performance, XpertiseNow*