

ABSTRACT

The research conducted aims to determine whether there is an influence of Internal Locus Of Control and Teamwork on Organizational Citizenship Behavior in Employees at BNN in Mojokerto City. The population in this study were 53 employees at BNN Mojokerto City. While determining the number of samples using saturated sampling techniques. Data collection uses questionnaires and documentation. Based on the analysis carried out using the t test it can be concluded that Internal Locus Of Control has a significant effect on Organizational Citizenship Behavior. This is evidenced by the results with Sig, $0.001 < 0.05$ and t count value of $3.685 > t$ table 2.00575. The results of the Teamwork t test on Organizational Citizenship Behavior are a significant value of $0.001 < 0.05$ and a calculated t value of $3.567 > t$ table 2.00575, which means that Teamwork has a significant effect on Organizational Citizenship Behavior. While the results of the test f silmutan obtained a significance value of 0,000 and calculated F value of 139,165.

Keywords : *Internal Locus Of Control, Teamwork, Organizational Citizenship Behavior*

ABSTRAK

Penelitian yang dilakukan ini bertujuan untuk mengetahui apakah ada pengaruh *Internal Locus Of Control* dan *Teamwork* terhadap *Organizational Citizenship Behavior* pada Karyawan di BNN Kota Mojokerto. Populasi yang ada dalam penelitian ini adalah karyawan di BNN Kota Mojokerto yang berjumlah 53 orang. Sedangkan penentuan jumlah sampel menggunakan teknik sampling jenuh. Pengumpulan data menggunakan kuesioner dan dokumenasi. Berdasarkan analisis yang dilakukan menggunakan uji t dapat disimpulkan bahwa *Internal Locus Of Control* berpengaruh signifikan terhadap *Organizational Citizenship Behavior* hal ini dibuktikan dengan hasil dengan nilai Sig, $0,001 < 0,05$ dan nilai t hitung $3,685 > t$ tabel $2,00575$. Hasil uji t *Teamwork* terhadap *Organizational Citizenship Behavior* adalah nilai signifikan $0,001 < 0,05$ dan nilai t hitung $3,567 > t$ tabel $2,00575$, yang artinya *Teamwork* berpengaruh signifikan terhadap *Organizational Citizenship Behavior*. Sedangkan hasil uji f silmutan diperoleh hasil signifikansi $0,000$ dan nilai F hitung $139,165$.

Kata kunci : *Internal Locus Of Control, Teamwork, Organizational Citizenship Behavior*