

ABSTRACT

Human Resources within the organization plays a important role. Achievement of organizational goals depend on the ability of human resources. Many ways organizations use to improve employee capabilities through of comfortable work environment, appropriate competencies, care for environment and their works. The purpose of this study was to analyze the influence of work environment, competence on employee performance through of organizational citizenship behavior in Dinas Sosial Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten Bantul.

Respondent of this study were all employees of Dinas Sosial Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten Bantul as much as 33 peoples with the variables of work environment, competence, organizational citizenship behavior and employee performance. This study will use the questionnaire method and path analysis.

Keywords : Work Environment, Competence, Organizational Citizenship Behavior, and Employee Performance.