

## SUMMARY

Muhammad Baihaqi, 2018, **The Influence On The Job Embeddedness To Organization Citizenship Behaviour (OCB) and Employee Performance (Study on Nurse staff Permata Bunda Hospital Of Malang City)**, Sunuharyo & Widyo 128 + xiii

The concept of on the job embeddedness is a description of an employee who is tied to the work and organization in which he works because of the influence of the aspect that come from the work. On the job embeddedness establishes relationship about how well people feel fit to their work and community, knowing the relationships between people in work and out of work, and feelings of refret when they give up or sacrifice many things like salary and co-workers when they quit their jobs.

The purpose of this research is to describe, analyze and explain the effect of “on the job embeddedness to organization citizenship behaviour (OCB) and employee performance on nurse staff Permata Bunda Hospital Of Malang City. The type of research used is explanatory research with quantitative approach. The population in this research is all nurse staff of Permata Bunda Hospital of Malang City, which amounts to 95 people. The sample used ini this research is saturated samples, which took the total number of nurses there are 95 people. In this research the researcher use quantitative research type with descriptive approach and use inferential analysis that is path analysis and hypothesis test.

The result of research analysis showed that based on the formulation of the problem known variable on the job embeddedness has a significant influence and positive effect on the OCB variable that is equal to 0,321. Variable on the job embeddedness have positive and significant effect to employee performance that is equal to 0,421. OCB variable have positive and significant effect to employee performance that is equal to 0,449. Based on the calculation in search of indirect influence, it can be concluded that the direct influence between on the job embeddedness on employee performance is stroger than indirect influence between on the job embeddedness on employee performance through OCB.

**Keywords:** on the job embeddedness, organization citizenship behaviour, employee performance