

Exploring the Human Resource Practices in Employee Performance: The Mediating Role of Organization Commitment and Citizenship Behavior.

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- **Abstract:** This study aims to investigate the productivity of employee performance from the Department of Public Works and Spatial Planning of the Bali Province. Employee performance from this department has been the benchmark for the implementation of National Development. Improvement on infrastructure facilities and infrastructures in Bali Province continues to be carried out in supporting national development. This is fairly uneasy and requires optimum employee performance and consistency in assigning their duties. Moreover, restrictions on development activities amidst the pandemic of covid-19 surely bring about an impact on the slow pace of national development. This research examines and develops important factors that affect employee performance including spiritual quotient and self-efficacy as independent variables, organization commitment and organization citizenship behavior as intervening variables in influencing employee performance. The sample in this study was 86 respondents with data analysis techniques using the Structural Equation Modeling (SEM) through the Partial Least Square (PLS) approach with the Smart PLS 3.2 program. The results found that the influence of spiritual quotient on organization citizenship behavior was rejected, while other factors had a positive and significant effect on employee performance.
- **Keywords:** employee performance, citizenship behavior, Structural Equation Modeling