

ABSTRACT

This research is conducted to analyze the employee performance at PT Len Industri (Persero) Bandung, which indicates that over the past three years, it has never reached the maximum level and tends to be fluctuating. The aim of this research is to analyze the influence of Organizational Citizenship Behavior (OCB) and Knowledge Management on Employee Performance at PT Len Industri (Persero) Bandung.

The research method employed is a quantitative approach with descriptive and causal research types, applying multiple linear regression analysis. Sampling is done using non-probability sampling technique, involving 70 respondents.

The results of the descriptive analysis indicate that Organizational Citizenship Behavior (OCB), Knowledge Management, and overall employee performance fall into a relatively high category. Both partially and simultaneously, Organizational Citizenship Behavior (OCB) and Knowledge Management significantly influence employee performance. The magnitude of the influence of Organizational Citizenship Behavior (OCB) and Knowledge Management on employee performance reaches 45.3%, while the remaining 55.7% is influenced by other variables not examined in this research.

Keyword: *Organizational Citizenship Behavior (OCB), Knowledge Management and employee performance.*