



Research Paper

The Influence of Personal Background and Political Background on the Performance of Dprd Members With Organizational Citizenship Behavior As An Intervening Variable (Case Study Of Sidenreng Rappang Regency Dprd)

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ABSTRACT: This study aims to examine and analyze the influence of personal background and political background on the performance of DPRD members with organizational citizenship behavior as an intervening variable. Case Study of DPRD Sidenreng Rappang Regency. This study uses a quantitative approach. This study uses Causality Research, which is to analyze how one or more variables affect other variables. The object of this research is that all members of the respondents are all members of the DPRD of Sidenreng Rappang Regency, totaling 34 people. Data were analyzed by multiple regression method. The results of the study show that personal background and political background affect the performance of DPRD members of Sidenreng Rappang Regency either directly or through the variable Organizational Citizenship Behavior at the DPRD Office of Sidenreng Rappang Regency.

KEYWORDS: Personal Background, Political Background, Organizational Citizenship Behavior and Performance.

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I. INTRODUCTION:-

The performance of an organization is the simultaneous achievement of organizational resources from top management to low management. The more effective the management of organizational resources, the easier it is for the organization to achieve the performance that has been set. For local government organizations the concept of performance began when government institutions introduced the concept of good governance. A successful organization is an organization that has a clear and measurable vision and mission. This means that the vision and mission will not be meaningful when they are not actualized in organizational performance within the framework of creating good governance (Anggreini, 2009).

There are internal factors in each member of the board that affect their performance in carrying out their duties in improving their performance. These factors are inherent in each individual which is referred to as personal background which includes education and training as a variable, and is closely related to the quality of each individual's resources. In addition to these two factors, political background also greatly affects the ability of the board to carry out its duties. Political background is an individual's background on all matters related to the world of politics, including experience in DPRD and positions in political parties (Kartikasari, 2012).

Personal background is an individual variable which is an individual background attached to each individual. In this study, the personal background referred to is the level of education and age. Personal background is closely related to the quality of each individual's resources. Human resources are an important factor in the implementation of an organization/institution. Therefore, it must be ensured that these human resources must be managed as well as possible and will be able to contribute optimally in efforts to achieve organizational goals (Winarna, 2007). According to previous research conducted by Murni and Witono (2003) Personal background variables which include educational strata and work background have a significant effect on regional financial supervision.

Political background is an individual's background in all matters relating to the world of politics. Political background in this research includes experience in DPRD and political experience. Each member of the board is required to carry out their duties in accordance with the rules set by their respective commissions, so that each individual's different political background causes differences. Therefore, every DPRD member must have a good political background in carrying out their respective duties and authorities.

In addition to personal interaction, the success of DPRD members in carrying out their functions is also greatly influenced by how effectively they work together which is commonly known as collective collegial. Collective collegial is a general term that refers to a leadership system that involves interested parties in issuing decisions or policies through the mechanism that is used, deliberation to reach consensus or voting, by prioritizing the spirit of togetherness. This pattern of work includes organizations, political parties, representatives of the people, and the judiciary. This means that togetherness in working greatly affects the effectiveness of DPRD functions. Collective collegial pattern basically has similarities with organizational citizenship behavior (OCB)

One of the factors that can affect the performance of DPRD members is OCB, namely behavior that exceeds what has been standardized by the company (Kreitner, 2014). Organ (2006) defines that OCB is an individual's free behavior that is explicitly or indirectly recognized by the formal system, and in aggregate functions effectively and efficiently in an organization. OCB is characterized by the behavior of individuals who voluntarily contribute extra roles outside the job description for the organization (Shafazawana, 2016). People who display OCB behavior are called good employees. Examples of behaviors that are included in the OCB group are helping coworkers, volunteering to do extra activities at work, avoiding conflicts with coworkers, protecting organizational property, respecting the rules that apply in the organization, tolerance for situations that are less than ideal / pleasant at work, giving advice - constructive suggestions at work, and not wasting time at work (Robbins, 2001).

The phenomenon of "cozy origin" carried out by political parties can be seen from the rise of political parties recruiting popular figures who actually have backgrounds that are very far from the world of politics. The negative stigma against members of the legislature is caused by the reality of public dissatisfaction with the performance of legislators, based on a survey by a national survey agency, the number of people's distrust of members of the legislature is very high. Based on the community's assumptions, the question arises what is the role of political parties in recruiting candidates for legislative members, because in a democratic political system such as Indonesia, the role of political parties plays a very important role in supporting the political superstructure.

Therefore, the role of recruiting members of legislative candidates carried out by political parties must have selectivity in the selection of candidates for legislative members, whether they will sit in the City Regency DPRD, Provincial DPRD or Central DPR. So the recruitment of candidates for legislative members is related to the recruitment model carried out by each political party in determining each representative of a political party to sit in the legislative seat.

This research refers to research conducted by Kartikasari (2012) which examines the influence of personal background, political background, regulatory understanding of the role of DPRD members in regional financial supervision (a case study on the Boyolali Regency DPRD), the difference with this study is that researchers use the OCB variable. as a moderating variable.

Based on the description above, this study will analyze the Influence of Personal Background and Political Background on the Performance of DPRD Members with Organizational Citizenship Behavior as an Intervening Variable (Case Study of DPRD Sidenreng Rappang Regency).

II. LITERATURE REVIEW:-

Stewardship Theory

The grand theory that underlies this research is the stewardship theory of Donaldson, L., & Davis (1991), which is defined as a situation where managers are not motivated by individual goals but are more focused on their primary outcome goals for the benefit of the organization. Stewardship theory has psychological and sociological roots designed to explain situations in which managers are stewards and act in the interests of owners. The theory assumes that there is a strong relationship between satisfaction and organizational success. Stewards will protect and maximize organizational wealth with company performance, so that the utility function will be maximized. An important assumption of stewardship is that managers align goals with those of owners. However, this does not mean that the steward does not have the necessities of life.

Stewardship theory is built on philosophical assumptions about human nature, namely that humans are essentially trustworthy, able to act responsibly, have integrity and honesty towards other parties (Kaihatu, 2006). The core concept of stewardship theory is trust. In the theory of stewardship, managers will behave according to the common interest. When the interests of the steward and the owner are not the same, the steward will try to cooperate rather than oppose it, because the steward feels that common interests and behaving in accordance

with the owner's behavior are rational considerations because the steward is more concerned with efforts to achieve organizational goals.

The implications of stewardship theory for this research, can explain the existence of DPRD Members as an institution that can be trusted to act in accordance with the public interest by carrying out their duties and functions appropriately, acting economically and efficiently in the use of resources, making the accountability mandated to them, so that the objectives economy, public services and community welfare can be achieved optimally. To carry out these responsibilities, stewards can implement oversight of the budget for all activities to be carried out, direct all their abilities and expertise and apply effective leadership to improve performance in carrying out their duties and functions.

Performance of Members of the Regional House of Representatives

According to Manin, Przeworski, Stokes in Irtanto (2008), to see the ability (performance) of council members in responding to people's aspirations, it can be seen from three indicators, namely responsiveness, reliability and accountability.

Responsiveness is related to the ability of legislators to transform various aspirations of the people in public policy. A member of the legislature is called responsive if they adopt various policies that have been signaled by the community as a sign of their preferences such as public opinion, poll results, various forms of direct political behavior such as demonstrations, demonstrations, writing letters to readers in a newspaper, and the like.

Reliability relates to the ability of legislators to transform the various issues and programs they offer during the campaign into a public policy. Council members are said to be performing well if they are able to meet at least two of the following criteria: (1) Policies made or championed in accordance with the political platforms (issues and programs) they offer during election campaigns; (2) The effort to achieve this political platform is solely intended to reach an agreement on what is best for the constituents.

Accountability relates to the ability of council members to act in accordance with the aspirations of the community and interests to be re-elected in the next election. Council members are said to be accountable if the voters can see that the politicians are acting in their interests and agree to the government's actions fairly. So that these politicians will be re-elected in the next election. Accountability exists when voters will retain or elect council members if the councilors act in their best interests. In addition, accountability occurs when board members choose the policies needed to get them re-elected.

Functions of the Regional People's Representative Council

In the Regional Government system there is a division of two powers, namely the DPRD as the Legislative Body and the Regional Government/Head of Regions as the Executive. To prevent conflicts between the two institutions, it is necessary to set up a mechanism that regulates the relationship between mutual control and mutual balance with each other in an equality relationship through the principle of "checks and balances," in Law Number 32 of 2004 it is stated that DPRD as a Regional Legislative Body have equal position and become partners of the Regional Government. In a position like this, the two institutions supervise and control each other, and do not bring down each other, but maintain good cooperation with each other, except in a parliamentary system, where the government can dissolve the parliament, as well as the parliament can overthrow the government.

The DPRD and the Regional Government have the same responsibility in realizing an efficient and effective regional government, as well as being transparent and accountable in order to provide excellent service to the community in order to ensure the productivity and welfare of the people in the region. The Regional People's Representative Council, hereinafter referred to as DPRD, is the Regional Legislative Body of the Province, Regency and City. DPRD is a regional people's representative institution that is domiciled as a regional government institution. DPRD is a legislative body that has budget rights (the right to determine the budget as well as supervise the implementation of the APBD).

Personal Background

Personal background is the background that is attached to an individual. This personal background includes many aspects such as name, gender, age, religion, educational background and so on. In this study, the personal background referred to is the personal background of the DPRD members, namely the personal background of the members of the council which includes gender, age, education level, field of education, work experience of council members, and organizational experience.

The more DPRD members have a high personal background, the more optimal regional financial supervision is carried out. This can be shown by the high level of education, as well as the experience of the DPRD members, both organizational and work experience. The greater the experience and expertise of a person, the more qualified that person is in carrying out his duties.

Personal background is closely related to the quality of human resources. Human resources are the main supporting pillar as well as the driving force of the organization in an effort to realize very important organizational elements, therefore it must be ensured that these human resources must be managed as well as possible and will be able to contribute optimally in efforts to achieve organizational goals (Winarna, 2007).

Political Background

Political background is the background of a person's experience in the world of politics. Talking about politics, of course, cannot be separated from political parties. Political parties and parliament (the legislature) are the two main actors who receive a mandate from civil society, play a role in organizing power and gaining control over the state for the benefit of the people. During the General Election and Pilkada, political parties act as institutions that select, analyze and determine the nominations of pairs of regional heads, presidential and vice presidential candidates, as well as legislative candidates at the center and regions, before facing elections and local elections to be elected by the people.

Each institution (DPRD) has a political background like the individuals in it. The main characteristic of political background is related to values. Values are basic principles that serve as guidelines for individual life, in other words, political background is a guideline for DPRD members in carrying out their roles, especially in the supervision of regional finances (APBD). In accordance with the research of Witono and Baswir (2003) which provides evidence that political background has a significant influence on the role of DPRD in carrying out its function, namely regional financial supervision (APBD).

III. RESEARCH METHODS:

This study aims to examine and analyze the influence of personal background and political background on the performance of DPRD members with organizational citizenship behavior as an intervening variable. This research uses a quantitative approach, which is also known as the traditional method, because the method has been used for a long time so that it has become a tradition as a method for research, called the positivistic method because it is based on the philosophy of positivism. This study uses Causality Research, which is to analyze how one or more variables affect other variables. The object of this research is that all members of the respondents are all members of the DPRD of Sidereng Rappang Regency, totaling 34 people. The data used in this study is primary data. Primary data obtained directly from the object of research. The primary data was obtained from questionnaires distributed and filled out by respondents who became the research sample, namely Members of the Regional Council of Sidenreng Rappang Regency. The data were analyzed using multiple regression methods. The variables in this study are personal background, political background as the independent variable, Organizational Citizenship Behavior as the intervening variable and performance as the dependent variable.

IV. RESULTS:-

Description of Research Results

Data Validity Results

Validity test

The validity test aims to measure whether or not the items from the questionnaire are valid. The questionnaire can be said to be valid if the items used are able to show accuracy or accuracy as a measuring tool.

Validity testing is done by looking at the correlation between each item in the questionnaire with the total score to be measured. The correlation figure uses the critical ratio value in AMOS 26. If the critical ratio value > 1.96 with a probability value $(P) < 0.05$ then the item is said to be valid, while the critical ratio value < 1.96 or a probability level > 0.05 indicates invalid items. The following are the results of the validation test based on the output of AMOS 26.

Table 1 Validity Test Results

	Estimate	S.E.	C.R.	PLabel
X1.1 <--- X1	1,000			
X1.2 <--- X1	1,281	,269	4,755	*** par_1
X1.3 <--- X1	,969	,231	4,194	*** par_2
X1.4 <--- X1	1,223	,263	4,645	*** par_3
X1.5 <--- X1	1,147	,265	4,323	*** par_4
X2.1 <--- X2	1,000			
X2.2 <--- X2	1,193	,246	4,850	*** par_5
X2.3 <--- X2	1,519	,349	4,358	*** par_6
X2.4 <--- X2	,609	,225	2,708	,007 par_7
X2.5 <--- X2	,887	,210	4,228	*** par_8
Z1 <--- Z	1,000			
Z2 <--- Z	,935	,142	6,580	*** par_9
Z3 <--- Z	,819	,202	4,057	*** par_10
Z4 <--- Z	,869	,165	5,252	*** par_11
Z5 <--- Z	,330	,065	2,883	,004 par_12
Z6 <--- Z	,027	,165	4,221	*** par_13
Y1 <--- Y	1,000			
Y2 <--- Y	,919	,246	3,739	*** par_14
Y3 <--- Y	,942	,264	3,570	*** par_15
Y4 <--- Y	,651	,212	3,068	,002 par_16
Y5 <--- Y	,831	,221	3,757	*** par_17
Y6 <--- Y	,675	,253	2,665	,008 par_18
Y7 <--- Y	,546	,226	2,417	,016 par_19

Based on table 2 the results of the validity test above indicate that all question items used in the questionnaire from the Personal Background (X1), Political Background (X2), Organizational Citizenship Behavior (Z) and DPRD Member Performance (Y) variables are declared valid, because each item has a correlation value of > 1.96 with a probability value of < 0.05. Thus, all items or questions asked in the questionnaire are declared valid and further analysis can be carried out.

Reality Test

Reliability test is an index that shows the extent to which a measuring instrument can be trusted and relied on. Reliability shows a measure of the stability and consistency of the respondent from time to time in answering matters relating to statements which are indicators of a variable compiled in the form of a questionnaire.

The requirement for a good construct reliability (CR) value is 0.70, but if the CR value is in the range of 0.60 and 0.70, the reliability is still included in the good category. The CR value can be calculated by comparing the standardized regression value with the variance error as shown in table 2 below.

Table 2 Reliability Test Results

Variabel	Standardized Regression	Variance	Construct Reliability		
X1	0,69	0,13	16,6464	16,6464	0,91977
	0,908	0,042	1,452	18,0984	
	0,787	0,69			
	0,882	0,51			
	0,813	0,08			
X2	0,716	0,179	13,4322	13,4322	0,94233
	0,892	0,069	0,822	14,2542	
	0,794	0,255			
	0,493	0,217			
	0,77	0,102			
Z	0,866	0,071	11,7992	11,7992	0,9487
	0,897	0,046	0,638	12,4372	
	0,641	0,206			
	0,769	0,112			
	0,233	0,027			
	0,029	0,176			
Y	0,619	0,337	21,6411	21,6411	0,94647
	0,818	0,087	1,224	22,8651	
	0,765	0,131			
	0,627	0,137			
	0,824	0,068			
	0,528	0,246			
	0,471	0,218			

Table 2 of the reliability test results shows that the Personal Background (X1) variable has a Construct Reliability value of $0.91 > 0.70$, meaning that the indicators on this variable are declared reliable. For the Political Background variable (X2), the Construct Reliability value from the validity test results is $0.94 > 0.70$. Thus, the indicator of the Political Background variable (X2) is declared reliable. The results of the reliability test on the variable Organizational Citizenship Behavior (Z) show the Construct Reliability value of $0.94 > 0.70$, which means that the indicator variable Organizational Citizenship Behavior (Y1) is reliable. And for the Performance variable (Y) it has a Construct Reliability value of $0.94 > 0.70$, which means that the performance variable indicator (Y) is declared reliable.

Based on the explanation above, it can be concluded that the indicators in this study are declared reliable. Thus, the variables of Personal Background, Political Background, on the Performance of DPRD Members through Organizational Citizenship Behavior are declared reliable or trustworthy as a measuring tool.

Hypothesis Testing Results

By using the AMOS program, the path diagram created is converted to a structural equation, then an analysis is carried out based on the estimated value and probability (significance) of the Personal Background and Political Background variables as independent variables followed by Organizational Citizenship Behavior as an intervening variable on the performance of DPRD members in Sidenreng Rappang Regency. . The following table summarizes the path analysis regression weights showing the effect and magnitude of the probability value (significance) of the relationship between variables.

Table 3 Path Analysis Table

Variable	Estimate	Koefisien Standardized	S.E	C.R	P	Label
X1 ► Z	0,741	0,459	0,261	2,837	0,005	par_1
X2 ► Z	0,301	0,208	0,181	1,664	0,035	par_2
X1 ► Y	0,003	0,249	0,193	1,214	0,017	par_3
X2 ► Y	0,791	0,427	0,258	3,062	0,002	par_4
Z ► Y	0,327	0,201	0,172	1,894	0,040	par_5

Based on the results of the hypothesis test, the coefficient value of the standardized Personal Background on Organizational Citizenship Behavior is 0.459 and the probability value is $0.005 < 0.05$. It means that Personal Background has a positive and significant effect on Organizational Citizenship Behavior. Every 1% increase in organizational commitment will result in an increase of 0.459 in Organizational Citizenship Behavior.

The value of the standardized Political Background coefficient on the Standard Cost is 0.208 and the probability value is $0.035 < 0.05$, which means that Political Background has a positive and significant effect on Organizational Citizenship Behavior.

The standardized Personal Background coefficient on performance is 0.249 and the probability value is $0.017 > 0.05$, which means that Personal Background has a positive and significant effect on performance.

The value of the standardized Political Background coefficient on performance is 0.427 and the probability value is $0.002 < 0.05$, which means that Political Background has a positive and significant effect on performance.

The coefficient value of standardized Organizational Citizenship Behavior on performance is 0.201 and the probability value is $0.040 > 0.05$, which means that Organizational Citizenship Behavior has a positive and significant effect on performance.

Table 4 Estimation Results of Direct and Indirect Effects (Standardized Coefficient)

Variabel	pengaruh langsung (direct effect)			Pengaruh tidak langsung (Indirect Effect)	
	X2	X1	Z	X2	X1
Z	0,208	0,459	0,000	0,000	0,000
Y	0,427	0,249	0,201	0,042	0,092

The standardized coefficient value for Personal Background on performance through Organizational Citizenship Behavior is 0.092. This means that indirectly Personal Background has a positive effect on performance through Organizational Citizenship Behavior. This indicates that any increase in Personal

Background through the Organizational Citizenship Behavior variable will result in an increase in the performance of DPRD members.

The standardized coefficient value for Political Background on performance through Organizational Citizenship Behavior is 0.042. This means that indirectly Political Background has a positive effect on performance through Organizational Citizenship Behavior. This indicates that any improvement or higher experience in Political Background through the Organizational Citizenship Behavior variable will result in an increase in the performance of DPRD members.

V. DISCUSSION:

Analysis of the Direct Effect of Personal Background on the Performance of DPRD Members of Sidenreng Rappang Regency.

The results of data processing indicate a positive and significant relationship between Personal Background variables on the performance of DPRD members in Sidenreng Rappang Regency. This proves that the personal background of a DPRD member can affect his performance, this statement is in accordance with the results of the questionnaire on this variable which states that my education level indicator supports the implementation of my duties as a DPRD member.

This research is in line with SARI (2016) which examines the influence of personal background, political background and knowledge of council members about the budget on the role of the DPR in regional financial supervision (empirical study of the City/Regency of Solok DPRD). The results of hypothesis testing indicate that the Political Background variable shows a significant influence on the performance of board members in budget oversight.

Personal background is an individual variable which is an individual background attached to each individual. In this study, the personal background referred to is the level of education and age. Personal background is closely related to the quality of each individual's resources. Human resources are an important factor in the implementation of an organization/institution. Therefore, it must be ensured that these human resources must be managed as well as possible and will be able to contribute optimally in efforts to achieve organizational goals (Winarna, 2007). According to previous research conducted by Murni and Witono (2003) Personal background variables which include educational strata and work background have a significant effect on regional financial supervision. The performance of a DPRD member is considered to be influenced by his personal background, Bahtiar (2020) There are various indicators in determining the performance appraisal. The easier it is to measure the achievement of performance indicators, the easier it will be in their assessment.

Analysis of the Direct Effect of Political Background on the Performance of DPRD Members of Sidenreng Rappang Regency.

The results of data processing indicate that there is a positive and significant relationship between political background variables on the performance of DPRD members in Sidenreng Rappang Regency. This proves that the experience of a DPRD member's political activities can affect his performance. Political experience is the experience that a person gains from being a member/manager of a political party. No matter how long they have served in a political party, the length of time a member of the council has held a position in the management of the party. The DPRD will be able to play its role well if its leaders and members are in ideal qualifications in the sense of correctly understanding their rights, duties and authorities and being able to apply them properly, and supported by a level of education and experience in politics and good governance (Sari, 2007). 2010).

This research is in line with that conducted by Ferdinant Nuru (2013) who examined the Effect of Educational Background and Political Experience on DPRD Performance in Supervision of Regional Financial Management/APBD. The results of this study indicate that political experience has an effect on the performance of DPRD in supervising regional financial management/APBD.

Organizational Citizenship Behavior (OCB) on the Performance of DPRD Members in Sidenreng Rappang Regency.

The results of data processing indicate that there is a positive and significant relationship between Organizational Citizenship Behavior (OCB) variables on the performance of DPRD members in Sidenreng Rappang Regency. Employee performance is influenced by many factors, including Organizational Citizenship Behavior. OCB is a behavior outside of the tasks listed in the job description. This proves that the behavior of someone who works without coercion from any party will be able to improve the performance of DPRD members.

Research conducted by Zoghbi- Manrique- de- Lara (2011) provides a new understanding of how to improve employee performance, stating that increasing OCB will improve employee performance, especially if job satisfaction increases it will contribute greatly to improving employee performance. Asiedu, Sarfo, and

Adjei (2014) have the same opinion that employees who have OCB will get appreciation and appreciation as well as emotional satisfaction, so that employees will improve their performance.

Personal Background on Organizational Citizenship Behavior (OCB).

The results of data processing indicate that there is a positive and significant relationship between Personal background variables on Organizational Citizenship Behavior (OCB) Members of the DPRD Sidenreng Rappang Regency. This proves that the better the personal background which consists of educational background, trainings that have been attended and work experience possessed will have an influence in improving the OCB attitude of a DPRD member.

Aldag and Resckhe in Darto (2014), OCB is an individual contribution that exceeds the demands of the role at work and is rewarded by the acquisition of task performance. This OCB involves several behaviors including helping others, volunteering for extra tasks, obeying rules and procedures. This research is also in line with that conducted by Elita Halimsetiono (2021) who examined the relationship between Education and Organizational Citizenship Behavior. The results of this study partially show that only the level of education shows a positive and significant effect on OCB, in the sense that if an employee has a high level of education, then the employee will have a high OCB as well.

Political Background on Organizational Citizenship Behavior (OCB).

The results of data processing indicate that there is a positive and significant relationship between Political background variables on Organizational Citizenship Behavior (OCB) Members of the DPRD Sidenreng Rappang Regency. This proves that the better the work experience of a member of the DPRD, in this case the political experience that has been followed, will increase the attitude of Organizational Citizenship Behavior, will lead to an attitude of working more than its duties and functions without any coercion or influence from other parties. This research is supported by research conducted by Erlis (2015) which examines work experience on Organizational Citizenship Behavior. The results of this study partially work experience variables have a relationship with Organizational Citizenship Behavior. So, in this study, it shows that the experience in politics that DPRD members have can influence or can cause Organizational Citizenship Behavior.

Personal background influences the performance of DPRD members through OCB in Sidenreng Rappang Regency.

The results of this study are supported by Luluk Ilmida (2019) Analysis of the Effect of Education and Training, OCB on Competence in Efforts to Improve the Performance of Village Apparatus Resources. Where the results of this study prove that education and training that has been carried out by an employee has a significant influence on performance, then the OCB variable also has a significant influence on employee performance.

Political background influences the performance of DPRD members through OCB in Sidenreng Rappang Regency.

Political background is the experience that a person gains from being a member/manager of a political party. No matter how long they have served in a political party, the length of time a member of the council has held a position in the management of the party. The DPRD will be able to play its role well if its leaders and members are in ideal qualifications in the sense of correctly understanding their rights, duties and authorities and being able to apply them properly, and supported by a level of education and experience in politics and good governance (Sari, 2007). 2010). This study also wants to show the contribution of OCB in the relationship between Personal Background, Political Background on the Performance of DPRD Members, because the performance of DPRD members in Sidenreng Rappang Regency is influenced by OCB. According to Organ (2006) OCB is behavior that is an individual choice and initiative, not related to the organization's formal reward system but in aggregate increases organizational effectiveness.

VI. CONCLUSION:

Based on the results of research and discussion of research on the effect of organizational commitment and work environment on employee performance through additional employee income at the West Sulawesi Provincial Inspectorate, the following conclusions are obtained:

1. The results of the analysis of personal background research have a positive and significant effect on the performance of members of the DPRD Sidenreng Rappang Regency.
2. The results of the analysis of political background research have a positive and significant impact on the performance of DPRD members of Sidenreng Rappang Regency.
3. The results of the research analysis Organizational Citizenship Behavior have a positive and significant effect on the performance of members of the DPRD Sidenreng Rappang Regency.

4. The results of the analysis of personal background have a positive and significant effect on Organizational Citizenship Behavior.
5. The results of the political background research have a positive and significant effect on Organizational Citizenship Behavior.
6. The results of the analysis of personal background research have a positive and significant effect on the performance of members of the DPRD Sidenreng Rappang Regency through Organizational Citizenship Behavior
7. The results of the analysis of political background research have a positive and significant effect on the performance of DPRD members of Sidenreng Rappang Regency through Organizational Citizenship Behavior

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