

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Pegawai dengan *Organizational Citizenship Behavior* sebagai Variabel Intervening dengan jumlah sampel 94 orang responden pada Dinas Perdagangan Kota Padang. Dalam penelitian ini menggunakan alat analisis SEM dengan menggunakan *SmartPLS 3*. Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan berpengaruh positif dan tidak signifikan terhadap *Organizational Citizenship Behavior*. Motivasi Kerja berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Gaya Kepemimpinan dan *Organizational Citizenship Behavior* berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Motivasi Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai. Gaya Kepemimpinan terhadap Kinerja Pegawai berpengaruh positif dan tidak signifikan melalui *Organizational Citizenship Behavior*. Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui *Organizational Citizenship Behavior*. Kontribusi Gaya Kepemimpinan, Motivasi Kerja, *Organizational Citizenship Behavior* terhadap Kinerja Pegawai sebesar 69,1% dan kontribusi Gaya Kepemimpinan, Motivasi Kerja sebesar 62,4% terhadap *Organizational Citizenship Behavior*.

**Kata Kunci : Gaya Kepemimpinan, Motivasi Kerja, Kinerja Pegawai, *Organizational Citizenship Behavior* (OCB)**

## **ABSTRACT**

*This study aims to determine the influence of Leadership Style and Work Motivation on Employee Performance with Organizational Citizenship Behavior as an Intervening Variable by using primary data obtained by distributing questionnaires to 94 employees as respondents at the Padang City Trade Office. In this study using the SEM analysis tool using SmartPLS 3. The results showed that Leadership Style has a positive and insignificant effect on Organizational Citizenship Behavior. Work Motivation has a positive and significant effect on Organizational Citizenship Behavior. Leadership Style has a positive and significant effect on Employee Performance. Work Motivation has a positive and insignificant effect on Employee Performance. Organizational Citizenship Behavior has a positive and significant effect on Employee Performance. Leadership Style on Employee Performance has a positive and insignificant effect through Organizational Citizenship Behavior. Work Motivation has a positive and significant effect on Employee Performance through Organizational Citizenship Behavior. Contribution of Leadership Style, Work Motivation, Organizational Citizenship Behavior to Employee Performance by 69.1% and contribution of Leadership Style, Work Motivation by 62.4% to Organizational Citizenship Behavior*

**Keywords:** *Leadership Style, Work Motivation, Employee Performance, Organizational Citizenship Behavior (OCB)*