

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Leader Member Exchange (LMX)* Dan *Emotional Intelligence* Terhadap *Organizational Citizenship Behavior* Dengan *Employee Engagement* Sebagai Variabel Intervening Pada Kantor DPRD Kota Padang. Metode analisis data menggunakan kuesioner, dengan sampel 54 responden. Metode analisis data yang digunakan adalah Analisis Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara *Leader Member Exchange (LMX)* terhadap *Employee Engagement*. Terdapat pengaruh positif dan signifikan antara *Emotional Intelligence* terhadap *Employee Engagement*. Terdapat pengaruh positif dan tidak signifikan antara *Leader Member Exchange (LMX)* terhadap *Organizational Citizenship Behavior*. Terdapat pengaruh positif dan signifikan antara *Emotional Intelligence* terhadap *Organizational Citizenship Behavior*. Terdapat pengaruh positif dan signifikan antara *Employee Engagement* terhadap *Organizational Citizenship Behavior*. *Employee Engagement* tidak memediasi pengaruh *Leader Member Exchange (LMX)* terhadap *Organizational Citizenship Behavior*. *Employee Engagement* tidak memediasi *Emotional Intelligence* terhadap *Organizational Citizenship Behavior*. Kontribusi variabel *Leader Member Exchange (LMX)* dan *Emotional Intelligence* terhadap *Organizational Citizenship Behavior* melalui *Employee Engagement* berpengaruh sebesar 40,7% sedangkan sisanya sebesar 59,3% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan Kantor DPRD Kota Padang dapat meningkatkan *Organizational Citizenship Behavior* dengan meningkatkan *Leader Member Exchange (LMX)* dan *Emotional Intelligence*, *Employee Engagement* melalui masing-masing indikator.

Kata Kunci: *Leader Member Exchange (LMX)* dan *Emotional Intelligence*, *Employee Engagement*, Dan *Organizational Citizenship Behavior*

ABSTRACT

The purpose of this study was to find out how much influence Leader Member Exchange (LMX) and Emotional Intelligence have on Organizational Citizenship Behavior with Employee Engagement as Intervening Variables at the Padang City DPRD Office. Methods of data analysis using a questionnaire, with a sample of 54 respondents. The data analysis method used is Path Analysis. Based on the results of the research, it shows that there is a positive and significant influence between the Leader Member Exchange (LMX) on Employee Engagement. There is a positive and significant influence between Emotional Intelligence on Employee Engagement. There is a positive and insignificant influence between Leader Member Exchange (LMX) on Organizational Citizenship Behavior. There is a positive and significant influence between Emotional Intelligence on Organizational Citizenship Behavior. There is a positive and significant influence between Employee Engagement on Organizational Citizenship Behavior. Employee Engagement does not mediate the effect of Leader Member Exchange (LMX) on Organizational Citizenship Behavior. Employee Engagement does not mediate Emotional Intelligence on Organizational Citizenship Behavior. The contribution of the Leader Member Exchange (LMX) and Emotional Intelligence variables to Organizational Citizenship Behavior through Employee Engagement has an effect of 40.7% while the remaining 59.3% is influenced by other variables outside this study. Based on the results of this study, it is hoped that the Padang City DPRD Office can improve Organizational Citizenship Behavior by increasing Leader Member Exchange (LMX) and Emotional Intelligence, Employee Engagement through each indicator.

Keywords: Leader Member Exchange (LMX) and Emotional Intelligence, Employee Engagement, and Organizational Citizenship Behavior