

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar signifikan *self leadership* dan *self efficacy* terhadap komitmen organisasi dengan *organizational citizenship behavior* sebagai variabel intervening pada Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam.

Penelitian ini terdiri dari 4 variabel *indenpenden* yaitu *self leadership* dan *self efficacy* terhadap komitmen organisasi dengan *organizational citizenship behavior* sebagai variabel intervening. Metode pengumpulan data menggunakan kuesioner dengan sampel sebanyak 37 responden.

Metode yang digunakan adalah metode kuantitatif. Berdasarkan hasil penelitian tersebut sejalan dengan penelitian yang dilakukan dari hasil penelitian pengaruh *self leadership* dan *self efficacy* terhadap komitmen organisasi dengan *organizational citizenship behavior* sebagai variabel intervening pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam dapat disimpulkan bahwa :1.*Self leadership* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam,2.*Self efficacy* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam,3.*Self leadership* berpengaruh positif dan tidak signifikan terhadap komitmen organisasi pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam,4.*Self efficacy* berpengaruh positif dan tidak signifikan terhadap komitmen organisasi pada Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam,5.*Organizational citizenship behavior* berpengaruh positif dan signifikan terhadap komitmen organisasi pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam,6.*Self leadership* berpengaruh positif dan signifikan terhadap komitmen organisasi melalui *organizational citizenship behavior* pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam,7.*Self efficacy* berpengaruh positif dan signifikan terhadap komitmen organisasi melalui *organizational citizenship behavior* pada pegawai Dinas Perikanan dan Ketahanan Pangan Kabupaten Agam.

Kata Kunci : *Self Leadership,Self Efficacy,Komitmen Organisasi,Organizational Citizenship Behavior*

ABSTRACT

The purpose of this study was to find out how significant Self Leadership and Self Efficacy Towards Organizational Commitment with Organizational Citizenship Behavior as Intervening Variable at Dinas Perikanan dan Ketahanan Pangan Agam Regency.

This research consists of 4 independent variables, namely Self Leadership and Self Efficacy on Organizational Commitment with Organizational Citizenship Behavior as Intervening Variables. Data collection method using a questionnaire with a sample of 37 respondents.

The method used is the Quantitative Method. Based on the results of this study, it is in line with the research conducted. From the results of the research on the effect of self-leadership and self-efficacy on organizational commitment with organizational citizenship behavior as an intervening variable for employees of the Department of Fisheries and Food Security, Agam Regency, it can be concluded that: 1. Self-leadership has a positive and significant effect on organizational citizenship behavior on employees of the Department of Fisheries and Food Security of Agam Regency, 2. Self-efficacy has a positive and significant effect on organizational citizenship behavior on employees of the Department of Fisheries and Food Security of Agam Regency, 3. Self-leadership has a positive and insignificant effect on organizational commitment to Service employees Fisheries and Food Security in Agam Regency, 4. Self-efficacy has a positive and not significant effect on organizational commitment at the Fisheries and Food Security Service in Agam Regency, 5. Organizational citizenship behavior is important positive and significant influence on organizational commitment to employees of the Department of Fisheries and Food Security of Agam Regency, 6. Self-leadership has a positive and significant effect on organizational commitment through organizational citizenship behavior on employees of the Department of Fisheries and Food Security of Agam Regency, 7. Self-efficacy has a positive and significant effect on organizational commitment through organizational citizenship behavior on employees of the Department of Fisheries and Food Security in Agam Regency.

Keywords: *Self Leadership, Self Efficacy, Organizational Commitment, Organizational, Citizenship Behavior*