

ABSTRAK

HUBUNGAN ANTARA *SERVANT LEADERSHIP* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PADA KARYAWAN DI PT. MITRA KERINCI SOLOK SELATAN

Penelitian ini bertujuan untuk mengetahui hubungan *servant leadership* dengan *organizational citizenship behavior* (OCB) pada karyawan di PT. Mitra Kerinci Solok Selatan. Variabel bebas dalam penelitian ini adalah *servant leadership* dan variabel terikat adalah *organization citizenship behavior* (OCB). Alat ukur yang digunakan dalam penelitian ini adalah skala *servant leadership* dan skala *organizational citizenship behavior* (OCB). Teknik pemilihan sampel dalam penelitian ini adalah teknik *random sampling*. Sampel dalam penelitian ini adalah 96 orang karyawan di PT. Mitra Kerinci Solok Selatan. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala *servant leadership* berkisar antara 0,315 sampai dengan 0,704. Hasil koefisien validitas pada skala *organizational citizenship behavior* (OCB) berkisar antara 0.383 sampai dengan 0.747. Dengan koefisien reliabilitas *servant leadership* sebesar 0.927 dan pada skala *organizational citizenship behavior* (OCB) sebesar 0.937. Berdasarkan analisis data, diperoleh nilai korelasi antara *servant leadership* dan *organizational citizenship behavior* (OCB) sebesar $r = 0.451$ dengan taraf signifikan $p = 0.000$ yang berarti hipotesis diterima. Menunjukkan hubungan dengan taraf sedang dan berarah positif, artinya semakin tinggi *servant leadership* maka semakin tinggi *organizational citizenship behavior* dan sebaliknya semakin rendah *servant leadership* maka semakin rendah *organizational citizenship behavior*. Hal ini menunjukkan bahwa ada hubungan yang signifikan antara *servant leadership* dengan *organizational citizenship behavior* (OCB) pada karyawan di PT. Mitra Kerinci Solok Selatan.

Kata Kunci: *servant leadership, organizational citizenship behavior, pekerja.*

ABSTRACT

RELATIONSHIP BETWEEN SERVANT LEADERSHIP AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) WORKERS AT PT. MITRA KERINCI SOLOK SELATAN

This study aims to determine the relationship between servant leadership and organizational citizenship behavior (OCB) among workers at PT. Mitra Kerinci Solok Selatan. The independent variable in this study is servant leadership and the dependent variable is organization citizenship behavior (OCB). The measurement tools used in this study are the servant leadership scale and the organizational citizenship behavior (OCB) scale. The sample selection technique in this study was a random sampling technique. The sample in this study were 96 workers at PT. Mitra Kerinci Solok Selatan. Test the validity and reliability in this study using the alpha cronbach technique. The results of the validity coefficient on the servant leadership scale ranged from 0.315 to 0.704. The results of the validity coefficient on the organizational citizenship behavior (OCB) scale ranged from 0.383 to 0.747. With a servant leadership reliability coefficient of 0.927 and on an organizational citizenship behavior (OCB) scale of 0.937. Based on data analysis, a correlation value was obtained between servant leadership and organizational citizenship behavior (OCB) of $r = 0.451$ with a significant level of $p = 0.000$, which means the hypothesis is accepted. Shows a relationship with the level of sedabf and has a positive direction, meaning that the higher the servant leadership, the higher the organizational citizenship behavior and conversely the lower the servant leadership, the lower the organizational citizenship behavior. This shows that there is a significant relationship between servant leadership and organizational citizenship behavior (OCB) in workers at PT. Mitra Kerinci Solok Selatan.

Keywords: servant leadership, organizational citizenship behavior, worker.