

ABSTRAK

PENGARUH *LEADER MEMBER EXCHANGE* (LMX) DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PEGAWAI DINAS PERHUBUNGAN PROVINSI SUMATERA BARAT

Penelitian ini dilakukan kepada pegawai Dinas Perhubungan Provinsi Sumatera Barat. Penelitian ini bertujuan untuk melihat apakah terdapat pengaruh antara Leader member exchange (LMX) dengan Organizational citizenship behavior (OCB) Pegawai Dinas Perhubungan Provinsi Sumatera Barat. Populasi dalam penelitian ini adalah seluruh pegawai Dinas Perhubungan Provinsi Sumatera Barat yang berjumlah 66. Adapun subjek penelitian ini menggunakan teknik sampling jenuh, dimana semua anggota populasi digunakan sebagai sampel, sampel pada penelitian ini sebanyak 66 pegawai Dinas Perhubungan Provinsi Sumatera Barat. Alat ukur yang digunakan adalah Skala Leader member exchange (LMX) yang peneliti susun berdasarkan teori Liden dan Maslyn (dalam Alshamsi dkk, 2016) dan Organizational citizenship behavior (OCB) yang peneliti susun berdasarkan teori Organ (dalam Sudjiwanati, 2022). Teknik analisis data menggunakan uji normalitas, uji heteroskedastisitas, uji autokorelasi uji linearitas, uji regresi linear sederhana, dan koefisien determinasi Hasil penelitian menunjukkan terdapat pengaruh yang signifikan antara LMX terhadap OCB, dengan nilai signifikansi sebesar 0,000 0,05. Nilai probabilitas pengujian lebih kecil dari 0,05, maka hipotesis diterima. Adapun sumbangan efektif dari variabel Leader member exchange (LMX) terhadap Organizational citizenship behavior (OCB) sebesar 33%, hal ini dapat diartikan bahwa Leader member exchange (LMX) mampu memberikan kontribusi positif terhadap Organizational citizenship behavior (OCB) sebesar 33%

Kata kunci: LMX, OCB, pegawai, pemerintahan

ABSTRACT

THE INFLUENCE LEADER MEMBER EXCHANGE (LMX) WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) OF EMPLOYEES THE TRANSPORTATION SERVICES OF WEST SUMATRA

This research was conducted on employees of the West Sumatra Province Transportation Service. This research aims to see whether there is an influence between Leader Member Exchange (LMX) and Organizational Citizenship Behavior (OCB) of West Sumatra Province Transportation Service Employees. The population in this study was all employees of the West Sumatra Province Transportation Service, totaling 66. The subjects of this research used a saturated sampling technique, where all members of the population were used as samples. The sample in this study was 66 employees of the West Sumatra Province Transportation Service. The measuring instruments used are the Leader Member Exchange (LMX) scale which researchers compiled based on Liden and Maslyn's theory (in Alshamsi et al, 2016) and Organizational Citizenship Behavior (OCB) which researchers compiled based on Organ theory (in Sudjiwanati, 2022). Data analysis techniques use normality test, heteroscedasticity test, autocorrelation test, linearity test, simple linear regression test, and coefficient of determination. The results of the study show that there is a significant influence between LMX and OCB, with a significance value of $0.000 < 0.05$. The test probability value is smaller than 0.05, then the hypothesis is accepted. The effective contribution of the Leader member exchange (LMX) variable to Organizational citizenship behavior (OCB) is 33%, this means that Leader member exchange (LMX) is able to make a positive contribution to Organizational citizenship behavior (OCB) of 33%.

Key words: LMX, OCB, employees, government