

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Kepemimpinan Transformasional Dan *Employee Engagement* Terhadap *Organizational Citizenship Behaviour* (OCB) Dengan *Job Satisfaction* Sebagai Variabel Intervening Pada Pegawai Kantor Dinas Pariwisata Pemuda Dan Olahraga Kabupaten Padang Pariaman. Metode pengumpulan data melalui survei dan menyebarkan kuesioner, dengan sampai 51 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan aplikasi SmartPLS. Hasil penelitian yang didapatkan berdasarkan uji parsial pengaruh yang signifikan Kepemimpinan Transformasional terhadap *Job Satisfaction*. Terdapat pengaruh yang signifikan *Employee Engagement* terhadap kepuasan *Job Satisfaction*. Terdapat pengaruh yang tidak signifikan Kepemimpinan Transformasional terhadap *Organizational Citizenship Behaviour* (OCB). Terdapat pengaruh yang signifikan *Job Satisfaction* terhadap *Organizational Citizenship Behaviour* (OCB). Terdapat pengaruh yang Tidak signifikan Kepemimpinan Transformasional terhadap *Organizational Citizenship Behaviour* (OCB) melalui *Job Satisfaction* sebagai Variabel Intervening. Terdapat pengaruh yang signifikan *Employee Engagement* terhadap *Organizational Citizenship Behaviour* (OCB) melalui *Job Satisfaction* sebagai Variabel Intervening.

Kata kunci : Kepemimpinan Transformasional, *Employee Engagement*, *Job Satisfaction* Dan *Organizational Citizenship Behaviour* (OCB)

ABSTRACT

This study aims to determine how much influence Transformational Leadership and Employee Engagement have on Organizational Citizenship Behavior (OCB) with Job Satisfaction as an Intervening Variable on Employees of the Tourism, Youth and Sports Office of Padang Pariaman Regency. The method of data collection is through surveys and distributing questionnaires, with up to 51 respondents. The analysis method used is path analysis using the SmartPLS application. The results of the study were obtained based on a partial test of the significant influence of Transformational Leadership on Job Satisfaction. There is a significant influence of Employee Engagement on Job Satisfaction satisfaction. There is an insignificant influence of Transformational Leadership on Organizational Citizenship Behavior (OCB). There is a significant influence of Job Satisfaction on Organizational Citizenship Behavior (OCB). There is an insignificant influence of Transformational Leadership on Organizational Citizenship Behavior (OCB) through Job Satisfaction as an Intervening Variable. There is a significant influence of Employee Engagement on Organizational Citizenship Behavior (OCB) through Job Satisfaction as an Intervening Variable.

Keywords: *Transformational Leadership, Employee Engagement, Job Satisfaction and Organizational Citizenship Behavior (OCB)*