

ABSTRACT

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Employee Work Effectiveness Model Through Organizational Citizenship Behavior (OCB) By Analyzing Leadership Style and Work Motivation at Andalas Padang Health Center.

This study aims to test the Employee Work Effectiveness Model Through Organizational Citizenship Behavior (OCB) by Analyzing Leadership Style and Work Motivation using primary data obtained by distributing questionnaires to 60 employees as respondents, namely at the Andalas Padang Health Center. In this study, the Structural Equation Modeling (SEM) version 3 analysis tool was used using Partial Least Square (PLS). The results of the study showed that (1) There is a positive and significant influence between Leadership Style and Organizational Citizenship Behavior (OCB) at the Andalas Padang Health Center. (2) There is a positive and significant influence between Work Motivation and Organizational Citizenship Behavior (OCB) at the Andalas Padang Health Center. (3) There is a negative and insignificant influence between Leadership Style and Work Effectiveness at the Andalas Padang Health Center. (4) There is a positive and significant influence between Work Motivation and Work Effectiveness at the Andalas Padang Health Center. (5) There is a positive and significant influence between Organizational Citizenship Behavior (OCB) on Work Effectiveness at Andalas Padang Health Center. (6) There is a positive and significant influence between Leadership Style on Work Effectiveness through Organizational Citizenship Behavior (OCB) at Andalas Padang Health Center. (7) There is a negative and insignificant influence between Work Motivation on Work Effectiveness through Organizational Citizenship Behavior (OCB) at Andalas Padang Health Center.

Keywords: Work Effectiveness, Organizational Citizenship Behavior (OCB), Leadership Style, Work Motivation.

ABSTRAK

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Model Efektivitas Kerja Karyawan Melalui *Organizational Citizenship Behaviour (OCB)* Dengan Menganalisis Gaya Kepemimpinan Dan Motivasi Kerja Pada Puskesmas Andalas Padang.

Penelitian ini bertujuan untuk menguji Model Efektivitas Kerja Karyawan Melalui *Organizational Citizenship Behaviour (OCB)* Dengan Menganalisis Gaya Kepemimpinan Dan Motivasi Kerja dengan menggunakan data primer yang diperoleh dengan menyebarkan angket kepada 60 orang karyawan sebagai responden yaitu pada Puskesmas Andalas Padang. Dalam penelitian ini menggunakan alat analisis Structural Equation Modeling (SEM) versi 3 dengan menggunakan Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa (1) Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan terhadap *Organizational Citizenship Behaviour (OCB)* pada Puskesmas Andalas Padang. (2) Terdapat pengaruh positif dan signifikan antara Motivasi Kerja terhadap *Organizational Citizenship Behaviour (OCB)* pada Puskesmas Andalas Padang. (3) Terdapat pengaruh negatif dan tidak signifikan antara Gaya Kepemimpinan terhadap Efektivitas Kerja pada Puskesmas Andalas Padang. (4) Terdapat pengaruh positif dan signifikan antara Motivasi Kerja terhadap Efektivitas Kerja pada Puskesmas Andalas Padang. (5) Terdapat pengaruh positif dan signifikan antara *Organizational Citizenship Behaviour (OCB)* terhadap Efektivitas Kerja pada Puskesmas Andalas Padang. (6) Terdapat pengaruh positif dan signifikan antara Gaya Kepemimpinan terhadap Efektivitas Kerja melalui *Organizational Citizenship Behaviour (OCB)* pada Puskesmas Andalas Padang. (7) Terdapat pengaruh negatif dan tidak signifikan antara Motivasi Kerja terhadap Efektivitas Kerja melalui *Organizational Citizenship Behaviour (OCB)* pada Puskesmas Andalas Padang.

Kata kunci: Efektivitas Kerja, *Organizational Citizenship Behaviour (OCB)*, Gaya Kepemimpinan, Motivasi Kerja.