

## ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Servant Leadership*, Kepribadian, Gaya kepemimpinan Terhadap *Organizational Citizenship Behavior* Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Dinas Kesehatan Kabupaten Pesisir Selatan. Metode pengumpulan data melalui survey dan pengumpulan kuisioner, dengan sampel 70 responden dari pegawai Dinas Kesehatan Kabupaten Pesisir Selatan. Metode analisis yang digunakan adalah regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS .

Hasil penelitian yang didapatkan berdasarkan (Uji t) diperoleh *Servant Leadership* secara parsial berpengaruh signifikan terhadap Kepuasan Kerja, Kepribadian secara parsial berpengaruh signifikan terhadap kepuasan kerja. Gaya kepemimpinan secara parsial berpengaruh signifikan terhadap kepuasan kerja. *Servant Leadership* kepribadian, dan gaya kepemimpinan secara parsial berpengaruh signifikan terhadap *Organizational Citizenship Behavior*. Kemudian berdasarkan Uji Simultan (Uji F) diperoleh *Servant Leadership* Kepribadian, dan gaya kepemimpinan secara bersama - sama berpengaruh signifikan terhadap Kepuasan Kerja dan *Organizational Citizenship Behavior*.

Berdasarkan analisis jalur, kepuasan kerja tidak dapat memediasi pengaruh *servant leadership*, kepribadian dan gaya kepemimpinan terhadap *organizational citizenship behavior*.

**Kata kunci :** *Servant Leadership*, Kepribadian, Gaya Kepemimpinan Kepuasan Kerja, *Organizational Citizenship Behavior*

## **Abstrack**

*This study aims to examine how big the influence of Servant Leadership, Personality, Leadership Style on Organizational Citizenship Behavior through Job Satisfaction as an Intervening Variable at the Pesisir Selatan District Health Office. The method of data collection is through surveys and questionnaire collection, with a sample of 70 respondents from employees of the Pesisir Selatan District Health Office. The analytical method used is multiple linear regression and path analysis using SPSS.*

*The results obtained based on (t test) obtained that Servant Leadership partially has a significant effect on Job Satisfaction, Personality partially has a significant effect on job satisfaction. The leadership style partially has a significant effect on job satisfaction. Servant Leadership personality, and leadership style partially have a significant effect on Organizational Citizenship Behavior. Then based on the Simultaneous Test (F test) obtained Servant Leadership Personality, and leadership style together have a significant effect on Job Satisfaction and Organizational Citizenship Behavior.*

*Based on path analysis, job satisfaction cannot mediate the influence of servant leadership, personality and leadership style on organizational citizenship behavior.*

***Keywords: Servant Leadership, Personality, Job Satisfaction Leadership Style, Organizational Citizenship Behavior***