

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Budaya Organisasi dan *Servant Leadership* Terhadap *Organizational Citizenship Behavior* (OCB) Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Karyawan PT. Andalan Mitra Prestasi Unit Distributor Produk Kao Cabang Padang. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 86 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan smartpls.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap Komitmen Organisasi. Terdapat pengaruh positif yang tidak signifikan *Servant Leadership* terhadap Komitmen Organisasi. Terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap *Organizational Citizenship Behavior*. Terdapat pengaruh positif yang tidak signifikan *Servant Leadership* terhadap *Organizational Citizenship Behavior*. Terdapat pengaruh positif yang signifikan Komitmen Organisasi terhadap *Organizational Citizenship Behavior*. Terdapat pengaruh positif yang signifikan Budaya Organisasi terhadap *Organizational Citizenship Behavior* melalui Komitmen Organisasi. Terdapat pengaruh positif yang tidak signifikan *Servant Leadership* terhadap *Organizational Citizenship Behavior* melalui Komitmen Organisasi.

Kata Kunci : Budaya Organisasi, *Servant Leadership*, Komitmen Organisasi dan *Organizational Citizenship Behaviour*

ABSTRACT

This study aims to examine how much influence Organizational Culture and Servant Leadership have on Organizational Citizenship Behavior (OCB) with Organizational Commitment as an Intervening Variable for Employees of PT. Mainstay Mitra Prestasi Unit Distributor of Kao Products, Padang Branch. The method of collecting data is through surveys and distributing questionnaires, with a sample of 86 respondents. The analytical method used is path analysis using smartpls.

The results obtained based on the Partial Test have a significant positive effect on Organizational Culture on Organizational Commitment. There is an insignificant positive effect of Servant Leadership on Organizational Commitment. There is a significant positive influence of Organizational Culture on Organizational Citizenship Behavior. There is an insignificant positive effect of Servant Leadership on Organizational Citizenship Behavior. There is a significant positive effect of Organizational Commitment on Organizational Citizenship Behavior. There is a significant positive influence of Organizational Culture on Organizational Citizenship Behavior through Organizational Commitment. There is an insignificant positive effect of Servant Lerdership on Organizational Citizenship Behavior through Organizational Commitment.

Keywords: *Organizational Culture, Servant Leadership, Organizational Commitment and Organizational Citizenship Behavior*