

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *leader member exchange (lmx)* dan komitmen organisasiterhadap kepuasan kerja melalui *organizational citizenship behavior (ocb)* pada karyawan PT. Kencana Sawit Indonesia. Populasi dalam penelitian ini adalah seluruh karyawan. Sementara sampel yang diambil adalah sebanyak 70 responden (semua karyawan) dengan menggunakan teknik kuantitatif. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden. Teknik analisa data yang digunakan adalah Analisis *structural Equation Modeling (SEM)* Dengan *Partial Least Square (PLS)*. Hasil penelitian menunjukkan pada *leader member exchange (lmx)* dan komitmen organisasiterhadap kepuasan kerja melalui *organizational citizenship behavior (ocb)* berada pada kategori cukup baik. Kemudian pengujian hipotesis menunjukkan bahwa variabel (1) *Leader Member Exchange (LMX)* tidak berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada karyawan PT. Kencana Sawit Indonesia. (2) Komitmen Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada karyawan PT. Kencana Sawit Indonesia. (3) *Leader Member Exchange (LMX)* berpengaruh positif dan signifikan terhadap Kepuasan Kerja pada karyawan PT. Kencana Sawit Indonesia. (4) Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja pada karyawan PT. Kencana Sawit Indonesia. (5) *Organizational Citizenship Behavior (OCB)* tidak berpengaruh positif dan signifikan terhadap Kepuasan Kerja pada karyawan PT. Kencana Sawit Indonesia. (6) *Leader Member Exchange (LMX)* tidak memediasi terhadap Kepuasan Kerja Melalui *Organizational Citizenship Behavior (OCB)* pada karyawan PT. Kencana Sawit Indonesia. (7) Komitmen Organisasi tidak memediasi terhadap Kepuasan Kerja melalui *Organizational Citizenship Behavior (OCB)* pada karyawan PT. Kencana Sawit Indonesia.

Kata kunci: *Leader Member Exchange (LMX)*, **Komitmen Organisasi, Kepuasan Kerja dan *Organizational Citizenship Behavior (OCB)***

ABSTRACT

The purpose of this study was to determine the effect of leader member exchange (lmx) and organizational commitment on job satisfaction through organizational citizenship behavior (OCB) on employees of PT. Kencana Sawit Indonesia. The population in this study were all employees. While the samples taken were 70 respondents (all employees) using quantitative techniques. Methods of collecting data through surveys and distributing questionnaires to employees as respondents. The data analysis technique used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS). The results showed that the leader member exchange (lmx) and organizational commitment to job satisfaction through organizational citizenship behavior (OCB) were in the good enough category. Then hypothesis testing shows that the variable (1) Leader Member Exchange (LMX) has no positive and significant effect on Organizational Citizenship Behavior (OCB) on employees of PT. Indonesian Palm Oil Company. (2) Organizational Commitment has a positive and significant effect on Organizational Citizenship Behavior (OCB) on employees of PT. Indonesian Palm Oil Company. (3) Leader Member Exchange (LMX) has a positive and significant effect on job satisfaction for employees of PT. Kencana Sawit Indonesia. (4) Organizational Commitment has a positive and significant effect on Job Satisfaction on employees of PT. Indonesian Palm Oil Company. (5) Organizational Citizenship Behavior (OCB) does not have a positive and significant effect on Job Satisfaction for PT. Kencana Sawit Indonesia employees. (6) Leader Member Exchange (LMX) does not mediate on Job Satisfaction through Organizational Citizenship Behavior (OCB) for PT. Kencana employees. Sawit Indonesia (7) Organizational Commitment does not mediate on Job Satisfaction through Organizational Citizenship Behavior (OCB) on employees of PT Kencana Sawit.

Keywords: *Leader Member Exchange (LMX), Organizational Commitment, Job Satisfaction and Organizational Citizenship Behavior (OCB)*