

## ABSTRAK

Penelitian Ini Bertujuan Untuk Menguji Seberapa Besar Pengaruh *Servant Leadership* Dan Budaya Organisasi Terhadap *Organizational Citizenship Behavior* (OCB) Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Karyawan PT. Tempo Group Padang. Metode Pengumpulan Data Melalui Survey Dan Mengedarkan Kuisisioner Dengan Sampel 78 Responden yang di dapat jumlah karyawan sebanyak 78 orang. Teknik pengambilan sampel yaitu menggunakan *non probability* sampling. Metode analisis yang digunakan adalah regresi linear berganda dan analisis jalur menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh *Servant Leadership* secara parsial berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB) dan Komitmen Organisasi, kemudian Budaya Organisasi secara parsial berpengaruh tidak signifikan terhadap *Organizational Citizenship Behavior* (OCB) dan Komitmen Organisasi.

Hasil analisis jalur *Servant Leadership* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) dengan variabel intervening Komitmen Organisasi. Budaya Organisasi berpengaruh positif dan tidak signifikan terhadap *Organizational Citizenship Behavior* (OCB) dengan variabel intervening Komitmen Organisasi.

Kontibusi sumbangan variabel *independen* *Servant Leadership* dan Budaya Organisasi terhadap variabel *dependen* Komitmen Organisasi (Z) adalah sebesar 0,401 atau 40,1%. Sedangkan sisanya adalah sebesar 0,599 atau 59,9% dipengaruhi oleh variabel lain di luar penelitian ini. Kontibusi sumbangan variabel *independen* *Servant Leadership*, Budaya Organisasi dan Komitmen Organisasi terhadap variabel *dependen* *Organizational Citizenship Behavior* (Y) adalah sebesar 0,781 atau 78,1%. Sedangkan sisanya adalah sebesar 0,219 atau 21,9% dipengaruhi oleh variabel lain di luar penelitian ini

**Kata kunci :** *Servant Leadership*, Budaya Organisasi, Komitmen Organisasi, *Organizational Citizenship Behavior*

### **ABSTRACT**

*This study aims to test the influence of Servant Leadership and Organizational Culture on Organizational Citizenship Behavior (OCB) with Organizational Commitment as an Intervening Variable on Employees of PT. Tempo Group Padang. Methods of data collection through surveys and distributing questionnaires with a sample of 78 respondents who got the number of employees as many as 78 people. The sampling technique is using non probability sampling. The analytical method used is multiple linear regression and path analysis using SPSS 21.*

*The results of the research obtained based on the partial test (t test) showed that Servant Leadership partially had a significant effect on Organizational Citizenship Behavior (OCB) and Organizational Commitment, then Organizational Culture partially had no significant effect on Organizational Citizenship Behavior (OCB) and Organizational Commitment.*

*The results of the analysis of the Servant Leadership pathway have a positive and significant effect on Organizational Citizenship Behavior (OCB) with the intervening variable Organizational Commitment. Organizational culture has a positive and insignificant effect on Organizational Citizenship Behavior (OCB) with the intervening variable Organizational Commitment.*

*The contribution of the independent variable Servant Leadership and Organizational Culture to the dependent variable Organizational Commitment (Z) is 0.401 or 40.1%. While the rest is 0.599 or 59.9% influenced by other variables outside this study. The contribution of the independent variable Servant Leadership, Organizational Culture and Organizational Commitment to the dependent variable Organizational Citizenship Behavior (Y) is 0.781 or 78.1%. While the rest is 0.219 or 21.9% influenced by other variables outside of this study*

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