

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Kepemimpinan Transformasional Dan Kecerdasan Emosional Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behavior (Ocb)* Sebagai Variabel Intervening Pada Pt.PLN (Persero) UPT Padang.

Metode analisis menggunakan kuisioner, dengan jumlah sampel 64 responden. Metode analisis data yang digunakan adalah analisis jalur (*path analysis*).

Hasil penelitian menunjukkan R^2 pada Variabel (Z) *Organizational Citizenship Behavior* bernilai 66,2% sedangkan Variabel (Y) Kinerja Karyawan bernilai 57,4%. Uji t Kepemimpinan Transformasional dan Kecerdasan Emosional secara parsial berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*. Kepemimpinan Transformasional, Kecerdasan Emosional dan *Organizational Citizenship Behavior* secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Analisis Jalur *Organizational Citizenship Behavior* memediasi Kepemimpinan Transformasional terhadap Kinerja Karyawan dengan nilai pengaruh tidak langsung (0,674) > pengaruh langsung (0,349). *Organizational Citizenship Behavior* memediasi Kecerdasan Emosional terhadap Kinerja Karyawan dengan nilai pengaruh tidak langsung (0,412) > pengaruh langsung (0,311).

Kata Kunci: Kepemimpinan Transformasional, Kecerdasan Emosional *Organizational Citizenship Behavior (Ocb)* Dan Kinerja Karyawan

ABSTRACT

This study aims to determine the influence of Transformational Leadership and Emotional Intelligence on Employee Performance with Organizational Citizenship Behavior (Ocb) as an Intervening Variable at Pt.PLN (Persero) UPT Padang.

The method of analysis used a questionnaire, with a sample size of 64 respondents. The data analysis method used is path analysis.

The results showed R² on the Variable (Z) Organizational Citizenship Behavior was 66.2%, while the Variable (Y) Employee Performance was 57.4%. The t-test of Transformational Leadership and Emotional Intelligence partially has a positive and significant effect on Organizational Citizenship Behavior. Transformational Leadership, Emotional Intelligence and Organizational Citizenship Behavior partially have a positive and significant effect on employee performance. Path analysis of Organizational Citizenship Behavior mediates Transformational Leadership on Employee Performance with the value of indirect effect (0.674) > direct effect (0.349). Organizational Citizenship Behavior mediates Emotional Intelligence on Employee Performance with the value of indirect influence (0.412) > direct effect (0.311).

Keywords: Transformational Leadership, Organizational Citizenship Behavior (Ocb) Emotional Intelligence and Employee Performance