

ABSTRAK

Vicky Nofrial, No.BP 16101155310551, Manajemen Fakultas Ekonomi dan Bisnis (2020), Pengaruh Kepemimpinan dan Motivasi terhadap Kinerja Karyawan dengan *Organizational Citizenship Behavior (OCB)* sebagai variabel intervening pada Mega Auto Finance Padang dibawah bimbingan Ibuk Dessy Haryani SE., MM., Ak., CA dan Ibuk Chintya Ones Charli, SE.,MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kepemimpinan dan Motivasi secara bersama-sama (simultan) dan parsial terhadap Kinerja karyawan dengan *Organizational Citizenship Behavior (OCB)* sebagai Variabel Intervening. Metode pengumpulan data melalui survey dan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, analisis linier berganda, Koefisien Determinasi, untuk uji hipotesis digunakan uji t dan Path Analysis. Sampel perusahaan ini berjumlah 63 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh: (a) Kepemimpinan berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* (b) Motivasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* (c) Kepemimpinan berpengaruh positif dan signifikan terhadap kinerja Karyawan.(d) Motivasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (e) *Organizational Citizenship Behavior (OCB)* berpengaruh positif dan signifikan terhadap kinerja karyawan. (f) *Organizational Citizenship Behavior (OCB)* tidak memediasi hubungan antara Kepemimpinan terhadap Kinerja Karyawan. (g) *Organizational Citizenship Behavior (OCB)* tidak memediasi hubungan antara Motivasi terhadap Kinerja Karyawan.

**Kata kunci : Kepemimpinan, Motivasi, Kinerja Karyawan, dan
*Organizational Citizenship Behavior (OCB)***

ABSTRACT

Vicky Nofrial, No.BP 16101155310551, Management of the Faculty of Economics and Business (2020), The Influence of Leadership and Motivation on Employee Performance with Organizational Citizenship Behavior (OCB) as an intervening variable in Mega Auto Finance Padang under the guidance of Ibuk Dessy Haryani SE., MM., Ak., CA and Ibuk Chintya Ones Charli, SE., MM.

This study aims to determine how much influence leadership and motivation jointly (simultaneously) and partially on employee performance with Organizational Citizenship Behavior (OCB) as an Intervening Variable. Methods of data collection through surveys and questionnaires. The analytical method used is the validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, t test and path analysis to test the hypothesis. The sample of this company is 63 respondents.

Based on the research obtained based on the partial test (t test), it was found that: (a) Leadership has a positive and significant effect on Organizational Citizenship Behavior (OCB) (b) Motivation has a positive and significant effect on Organizational Citizenship Behavior (OCB) (c) Leadership has a positive and significant towards employee performance. (d) Motivation has a positive and significant effect on employee performance. (e) Organizational Citizenship Behavior (OCB) has a positive and significant effect on employee performance. (f) Organizational Citizenship Behavior (OCB) does not mediate the relationship between leadership and employee performance. (g) Organizational Citizenship Behavior (OCB) does not mediate the relationship between motivation and employee performance.

Keywords: Leadership, Motivation, Employee Performance, and Organizational Citizenship Behavior (OCB)