

ABSTRAK

HUBUNGAN ANTARA GAYA KEPEMIMPINAN TRANSFORMASIONAL DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA KARYAWAN BANK NAGARI KANTOR PUSAT KOTA PADANG

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara gaya kepemimpinan transformasional dengan *organizational citizenship behavior* pada karyawan Bank Nagari Kantor Pusat Kota Padang. Variabel bebas dalam penelitian ini adalah gaya kepemimpinan transformasional dan variabel terikatnya adalah *organizational citizenship behavior*. Alat ukur yang digunakan dalam penelitian ini adalah skala *organizational citizenship behavior* dan skala gaya kepemimpinan transformasional. Teknik pengambilan sampel yang digunakan adalah sampel jenuh, yaitu mengambil keseluruhan populasi sebagai sampel penelitian. Sampel dalam penelitian ini adalah 47 orang karyawan di Bank Nagari Kantor Pusat Kota Padang. Hasil dari penelitian menunjukkan berdasarkan analisis uji korelasi *product moment pearson* diperoleh koefisien korelasi antara variabel gaya kepemimpinan transformasional dengan *organizational citizenship behavior* sebesar $r = 0,515$ dengan taraf signifikansi $p = 0,000$, karena nilai $(p) \text{ sig } 0,000 < 0,01$ maka hipotesis diterima. Hasil ini menunjukkan bahwa terdapat hubungan signifikan antara gaya kepemimpinan transformasional dengan *organizational citizenship behavior* dengan arah positif, artinya semakin tinggi gaya kepemimpinan transformasional, maka semakin tinggi pula *organizational citizenship behavior*, sebaliknya semakin rendah gaya kepemimpinan transformasional, maka semakin rendah OCB karyawan yang ada di Bank Nagari Kantor Pusat Kota Padang.

Kata kunci: Gaya kepemimpinan transformasional, *Organizational citizenship behavior*

ABSTRACT

RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN THE MAIN OFFICE BANK NAGARI PADANG CITY

The purpose of this study was to get an idea whether there is a relationship between transformational leadership with the organizational citizenship behavior in the Main Office Bank Nagari Padang City. The independent variable in this study is transformational leadership and the dependent variable is the organizational citizenship behavior. Measuring devices used in this study is the transformational leadership scale and organizational citizenship behavior scale. The sampling technique used was saturated samples, which take the whole populations the study sample. The sample in this study were 47 employees in the Main Office Bank Nagari Padang City. The results of this study show is based on analysis of data obtained demonstrate the correlation coefficient between the variables of transformational leadership with the OCB of $r = 0,515$ with a significant level of $p = 0.000$, because value $(p) \text{ sig } 0,000 < 0,01$ it can be concluded that significant relationship between transformational leadership with the organizational citizenship behavior at the Main Office Bank Nagari Padang City. This result shows that is a significant relationship between transformational leadership and organizational citizenship behavior can be inferred that the more higher transformational leadership of then the higher organizational citizenship behavior, and vice versa increasingly the lower of transformational leadership, then the lower the organizational citizenship behavior in the Main Office Bank Nagari Padang City.

Keywords: Transformational leadership, Organizational citizenship behavior.