

ABSTRAK

Yandragi Marsusanto, 15101155310241, Manajemen (2021), “Pengaruh Gaya Kepemimpinan Transformational, Komitmen Organisasi Dan Motivasi Kerja Terhadap Organisation citizenship behavior Pada SMP Negeri 3 Sutera “ dibawah bimbingan Bapak Dr. Yulasmi, SE, MM dan Ibuk Selvi Yona Sari, SE, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Gaya Kepemimpinan Transformational, Komitmen Organisasi Dan Motivasi Kerja Terhadap Organisation citizenship behavior Pada SMP Negeri 3 Sutera . Metode pengumpulan data melalui survey dan menyebarkan kuisioner, dengan sampel 60 responden. Metode analisis yang digunakan adalah analisis regresi berganda.

Hasil penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) terdapat pengaruh signifikan antara Gaya Kepemimpinan Transformational terhadap Organisation citizenship behavior. Dengan demikian H_0 ditolak H_a diterima. (b) terdapat pengaruh signifikan antara komitmen organisasi terhadap Organisation citizenship behavior. Dengan demikian diperoleh H_0 ditolak H_a diterima. (c) terdapat pengaruh signifikan antara motivasi kerja terhadap Organisation citizenship behavior. Dengan demikian diperoleh H_0 ditolak H_a diterima. Kemudian berdasarkan uji hipotesis secara simultan (Uji F) dapat diketahui nilai tingkat signifikan ($0,000 < 0,05$). Maka penulis berkesimpulan bahwa Gaya Kepemimpinan Transformational, komitmen organisasi dan motivasi kerja berpengaruh signifikan terhadap organization citizenship behavior. Dan berdasarkan uji koefisien determinasi (R^2) nilainya adalah 0,742. Hal ini menunjukkan bahwa besarnya persentase kontribusi variabel Gaya Kepemimpinan Transformational, Komitmen Organisasi dan Motivasi kerja terhadap variabel organization citizenship behavior adalah sebesar 74,2% sisanya dipengaruhi oleh variabel lain di luar penelitian ini.

Akhirnya penulis menyarankan kepada SMP Negeri 3 Sutera untuk dapat meningkatkan Lingkungan Kerja, Konflik Peran, Stres Kerja.

Kata Kunci : Gaya Kepemimpinan Transformational, Komitmen Organisasi, Motivasi Kerja.

ABSTRACT

Yandragi Marsusanto, 15101155310241, Management (2020), "The Influence of Transformational Leadership Style, Organizational Commitment and Work Motivation on Organizational Citizenship Behavior at SMP Negeri 3 Sutera" under the guidance of Mr. Dr. Yulasmi, SE, MM and Ibuk Selvi Yona Sari, SE, MM.

This study aims to determine the influence of Transformational Leadership Style, Organizational Commitment and Work Motivation on Organizational Citizenship Behavior at SMP Negeri 3 Sutera. Methods of data collection through surveys and distributing questionnaires, with a sample of 60 respondents. The analytical method used is multiple regression analysis.

The results obtained based on the partial test (t test) obtained: (a) there is a significant influence between Transformational Leadership Style on Organizational Citizenship Behavior. Thus H_0 rejected H_a accepted. (b) there is a significant influence between organizational commitment to organizational citizenship behavior. Thus, H_0 is rejected, H_a is accepted. (c) there is a significant influence between work motivation on organizational citizenship behavior. Thus, H_0 is rejected, H_a is accepted. Then based on the simultaneous hypothesis test (F test), it can be seen that the significant level value ($0.000 < 0.05$). So the authors concluded that Transformational Leadership Style, organizational commitment and work motivation have a significant effect on organization citizenship behavior. And based on the test of the coefficient of determination (R^2) the value is 0.742. This shows that the percentage contribution of the variable Transformational Leadership Style, Organizational Commitment and Work Motivation to the variable organization citizenship behavior is 74.2%, the rest is influenced by other variables outside of this study. Finally, the authors suggest that SMP Negeri 3 Sutera can improve the Work Environment, Role Conflict, and Work Stress.

Keywords: Transformational Leadership Style, Organizational Commitment, Work Motivation.