

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Servant Leadership*, Budaya Organisasi, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behaviour (Ocb)* Sebagai Variabel Intervening Pada Pt. Incasi Raya Kota Padang. Metode analisis data menggunakan kuesioner, dengan sampel 70 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur.

Berdasarkan hasil penelitian menunjukkan bahwa *Servant Leadership*, Budaya Organisasi, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behaviour (Ocb)* Sebagai Variabel Intervening. Kontribusi variabel *Servant Leadership*, Budaya Organisasi, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behaviour (Ocb)* Sebagai Variabel Intervening berpengaruh sebesar 81,7% sedangkan sisanya sebesar 18,3% dipengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Kinerja Karyawan dengan meningkatkan *Servant Leadership*, Budaya Organisasi, Dan Lingkungan Kerja pada Pt. Incasi Raya Kota Padang melalui masing-masing indikator.

Kata Kunci: *Servant Leadership*, Budaya Organisasi, Lingkungan Kerja, *Organizational Citizenship Behaviour (Ocb)* Dan Kinerja Karyawan

ABSTRACT

The purpose of this study was to determine how big the influence of Servant Leadership, Organizational Culture, and Work Environment on Employee Performance with Organizational Citizenship Behavior (Ocb) as an Intervening Variable at Pt. Incasi Raya Padang City. Methods of data analysis using a questionnaire, with a sample of 70 respondents. The data analysis method used is multiple linear regression analysis and path analysis.

Based on the results of the study, it shows that Servant Leadership, Organizational Culture, and Work Environment on Employee Performance With Organizational Citizenship Behavior (Ocb) as Intervening Variables. The contribution of Servant Leadership, Organizational Culture, and Work Environment variables to Employee Performance with Organizational Citizenship Behavior (Ocb) as an Intervening Variable has an effect of 81.7% while the remaining 18.3% is influenced by other variables outside of this study.

Based on the results of this study, it is expected that the Company's Management can improve employee performance by increasing Servant Leadership, Organizational Culture, and Work Environment at Pt. Incasi Raya Padang City through each indicator.

Keywords: Servant Leadership, Organizational Culture, Work Environment, Organizational Citizenship Behavior (Ocb) And Employee Performance