

## ABSTRAK

---

Edi Saputra, 17101155310531, 2021, “**Pengaruh *Servant Leadership* Dan Motivasi Kerja Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behavior* (Ocb) Pada PT.Karya Sawitindo Mas (Ksm)**”. Universitas Putra Indonesia “YPTK” Padang , Fakultas Ekonomi dan Bisnis , Program Sarjana Manajemen, Pembimbing I Ibu Marta Widian Sari SE, MM., MM Pembimbing II Bapak M. Afuan SE,MM

Tujuan penelitian ini untuk mengetahui Pengaruh *Servant Leadership* Dan Motivasi Kerja Terhadap Kinerja Karyawan Melalui *Organizational Citizenship Behavior* (Ocb) Pada Pt.Karya Sawitindo Mas (Ksm), baik secara persial maupun bersama-sama. Metode pengumpulan data melalui survey dan mengedarkan kuisisioner, dengan sampel 52 Responden. Metode analisis yang digunakan adalah analisis validitas, reliabilitas, asumsi klasik dan regresi linier berganda.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : (a) *Servant Leadership* berpengaruh signifikan terhadap terhadap Kinerja Karyawan OCB pada PT. Karya Sawitindo Mas. (b) Motivasi Kerja berpengaruh signifikan terhadap kinerja karyawan OCB pada PT. Karya Sawitindo Mas. (c) OCB mampu memediasi *Servant Leadership* terhadap Kinerja Karyawan. Dimana pengaruh tidak langsung lebih besar dari pengaruh langsung ( $0,526 > 0,373$ ). (d) OCB mampu memediasi Motivasi Kerja terhadap Kinerja Karyawan. Dimana pengaruh tidak langsung lebih besar dari pengaruh langsung ( $0,331 > 0,176$ ). (e) Motivasi Kerja berpengaruh signifikan dan positif terhadap Kinerja Karyawan. (f) pengaruh positif dan signifikan antara OCB terhadap Kinerja Karyawan pada PT. Karya Sawitindo Mas. Dimana t-hitung lebih besar dari t-tabel ( $5,876 > 2,009$ ) atau tingkat signifikan lebih kecil dari alpha ( $0,000 < 0,05$ ).

**Kata Kunci : *Servant Leadership*, Motivasi Kerja, OCB dan Kinerja Karyawan**

## ABSTRACT

---

*Edi Saputra, 17101155310531, 2021, "The Influence of Servant Leadership and Work Motivation on Employee Performance Through Organizational Citizenship Behavior (Ocb) at PT. Karya Sawitindo Mas (Ksm)". Putra Indonesia University "YPTK" Padang, Faculty of Economics and Business, Bachelor of Management Program, Supervisor I Mrs. Marta Widian Sari SE, MM., MM Supervisor II Mr. M. Afuan SE, MM*

*The purpose of this study was to determine the effect of Servant Leadership and Work Motivation on Employee Performance through Organizational Citizenship Behavior (Ocb) at Pt.Karya Sawitindo Mas (Ksm), either partially or jointly. The method of collecting data is through surveys and distributing questionnaires, with a sample of 52 respondents. The analytical method used is the analysis of validity, reliability, classical assumptions and multiple linear regression.*

*Based on the research obtained based on the partial test (t test) obtained: (a) Servant Leadership has a significant effect on OCB Employee Performance at PT. The work of Sawitindo Mas. (b) Work Motivation has a significant effect on the performance of OCB employees at PT. The work of Sawitindo Mas. (c) OCB is able to mediate Servant Leadership on Employee Performance. Where the indirect effect is greater than the direct effect ( $0.526 > 0.373$ ). (d) OCB is able to mediate Work Motivation on Employee Performance. Where the indirect effect is greater than the direct effect ( $0.331 > 0.176$ ). (e) Work Motivation has a significant and positive effect on Employee Performance. (f) positive and significant influence between OCB on Employee Performance at PT. The work of Sawitindo Mas. Where t-count is greater than t-table ( $5.876 > 2.009$ ) or the level is significantly smaller than alpha ( $0.000 < 0.05$ ).*

***Keywords: Servant Leadership, Work Motivation, OCB and Employee Performance***