

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional dan motivasi kerja terhadap kinerja pegawai dengan *organizational citizenship behavior* sebagai variabel intervening pada Dinas Kearsipan Dan Perpustakaan Kabupaten Pasaman Barat. Metode yang digunakan adalah analisis regresi linier berganda dan analisis jalur, dengan mengedarkan kuesioner sebanyak 44 responden.

Hasil diperoleh bahwa Terdapat pengaruh positif dan signifikan gaya kepemimpinan transformasional terhadap *organizational citizenship behavior* pada Dinas Kearsipan dan Perpustakaan Kabupaten Pasaman Barat. Terdapat pengaruh positif dan signifikan motivasi kerja terhadap *organizational citizenship behavior* pada Dinas Kearsipan dan Perpustakaan Kabupaten Pasaman Barat. Terdapat pengaruh positif dan tidak signifikan gaya kepemimpinan transformasional terhadap kinerja pegawai pada Dinas Kearsipan dan Perpustakaan Kabupaten Pasaman Barat. Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja pegawai pada Dinas Kearsipan dan Perpustakaan Kabupaten Pasaman Barat. Terdapat pengaruh positif dan signifikan *organizational citizenship behavior* terhadap kinerja pegawai pada Dinas Kearsipan dan Perpustakaan Kabupaten Pasaman Barat. *Organizational citizenship behavior* memediasi pengaruh gaya kepemimpinan transformasional terhadap kinerja pegawai. *Organizational citizenship behavior* memediasi pengaruh motivasi kerja terhadap kinerja pegawai.

Akhirnya penulis menyarankan kepada Dinas Kearsipan Dan Perpustakaan Kabupaten Pasaman Barat untuk lebih meningkatkan gaya kepemimpinan transformasional, motivasi kerja dan *organizational citizenship behavior* sehingga diharapkan kinerja pegawai meningkat.

Kata Kunci : Gaya Kepemimpinan Transformasional, Motivasi Kerja, *Organizational Citizenship Behavior* dan Kinerja Pegawai

ABSTRACT

This study aims to determine the effect of transformational leadership style and work motivation on employee performance with organizational citizenship behavior as an intervening variable at the Department of Archives and Libraries, West Pasaman Regency. The method used is multiple linear regression analysis and path analysis. by distributing questionnaires as many as 44 respondents.

The results show that there is a positive and significant effect of transformational leadership style on organizational citizenship behavior at the Archives and Library Service of West Pasaman Regency. There is a positive and significant effect of work motivation on organizational citizenship behavior at the Archives and Library Service of West Pasaman Regency. There is a positive and insignificant effect of transformational leadership style on employee performance at the Department of Archives and Libraries, West Pasaman Regency. There is a positive and significant effect of work motivation on employee performance at the Office of Archives and Libraries, West Pasaman Regency. There is a positive and significant effect of organizational citizenship behavior on employee performance at the Archives and Library Service of West Pasaman Regency. Organizational citizenship behavior mediates the effect of transformational leadership style on employee performance. Organizational citizenship behavior mediates the effect of work motivation on employee performance.

Finally, the authors suggest to the Department of Archives and Libraries of West Pasaman Regency to further improve the transformational leadership style, work motivation and organizational citizenship behavior so that employee performance is expected to increase.

Keywords: *Transformational Leadership Style, Work Motivation, Organizational Citizenship Behavior and Employee Performance*