

ABSTRAK

Rangga Weno, No.BP 16101155310356, Manajemen Fakultas ekonomi dan Bisnis (2020), Pengaruh Gaya Kepemimpinan dan Budaya Organisasi terhadap *Organizational Citizenship Behavior (OCB)* dengan Komitmen Organisasi Sebagai Variabel Intervening. Variabel penelitian yaitu Gaya Kepemimpinan (X1), Budaya Organisasi (X2), Komitmen Organisasi (Z), dan *Organizational Citizenship Behavior* (Y). Metode pengumpulan data melalui survey dan menyebarkan kuisioner dengan sampel 78 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, *path analysis*, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian menunjukkan a) Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Komitmen Organisasi dimana tingkat signifikan ($0,000 < 0,05$) b) Budaya Organisasi berpengaruh positif dan signifikan terhadap Komitmen Organisasi dimana tingkat signifikan ($0,014 < 0,05$) c) Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap OCB dimana tingkat signifikan ($0,014 < 0,05$) d) Budaya Organisasi berpengaruh positif dan signifikan terhadap OCB dimana tingkat signifikan ($0,004 < 0,05$) e) Komitmen Organisasi berpengaruh positif dan signifikan terhadap OCB dimana tingkat signifikan ($0,010 < 0,05$) f) Berdasarkan hasil *path analysis* persamaan satu, Gaya Kepemimpinan terhadap OCB dengan Komitmen Organisasi sebagai variabel intervening yaitu hubungan tidak langsung lebih besar nilainya dari hubungan langsung, ($0,234 < 0,095$) berarti Komitmen Organisasi memediasi hubungan antara Gaya Kepemimpinan terhadap OCB g) Berdasarkan hasil *path analysis* persamaan dua, Budaya Organisasi terhadap OCB dengan Komitmen Organisasi sebagai variabel intervening yaitu hubungan tidak langsung lebih kecil nilainya dari hubungan langsung, ($0,065 < 0,069$) berarti Komitmen Organisasi tidak memediasi hubungan antara Budaya Organisasi terhadap OCB.

Kata kunci : Gaya Kepemimpinan, Budaya Organisasi, Komitmen Organisasi, *Organizational Citizenship Behavior*

ABSTRACT

Rangga Weno, No.BP 16101155310356, Management of the Faculty of Economics and Business (2020), The Influence of Leadership Style and Organizational Culture on Organizational Citizenship Behavior (OCB) with Organizational Commitment as an Intervening Variable. The research variables are Leadership Style (X1), Organizational Culture (X2), Organizational Commitment (Z), and Organizational Citizenship Behavior (Y). Methods of data collection through surveys and distributing questionnaires with a sample of 78 respondents. The analysis method used is the validity and reliability test, correlation analysis, path analysis, multiple regression analysis, to test the hypothesis used the t test and F test.

The results showed a) Leadership Style has a positive and significant effect on Organizational Commitment where the level is significant ($0.000 < 0.05$) b) Organizational Culture has a positive and significant effect on Organizational Commitment where the level is significant ($0.014 < 0.05$) c) Leadership Style has an effect positive and significant towards OCB where the level is significant ($0.014 < 0.05$) d) Organizational Culture has a positive and significant effect on OCB where the level is significant ($0.004 < 0.05$) e) Organizational Commitment has a positive and significant effect on OCB where the level is significant ($0.010 < 0.05$) f) Based on the results of path analysis equation one, Leadership Style towards OCB with Organizational Commitment as an intervening variable, namely the indirect relationship is greater in value than the direct relationship, ($0.234 < 0.095$) means that Organizational Commitment mediates the relationship between Leadership Style and OCB g) Based on the results of path analysis of equation two, Organizational Culture towards OCB deng Organizational Commitment as an intervening variable, namely the indirect relationship is smaller than the direct relationship, ($0.065 < 0.069$) means that Organizational Commitment does not mediate the relationship between Organizational Culture and OCB.

Keywords: Leadership Style, Organizational Culture, Organizational Commitment, Organizational Citizenship Behavior