

ABSTRAK

Irnoval Farizal, No.BP 16101155310671, Manajemen Fakultas ekonomi dan Bisnis (2020), Pengaruh Kepemimpinan Transformasional dan Kecerdasan Emosional terhadap *Organizational Citizenship Behavior* dengan Komitmen Organisasi sebagai Variabel Intervening Pada PT. Pasoka Sumber Karya, dibawah bimbingan Bapak Dr. Muhammad Ridwan, SE, MM dan Bapak Dori Mittrav Candana, SE., MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kepemimpinan Transformasional, Kecerdasan Emosional secara bersama-sama (simultan) dan parsial terhadap *Organizational Citizenship Behavior* dengan Komitmen Organisasi sebagai Variabel Intervening. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, analisis korelasi, analisis linier berganda, untuk uji hipotesis digunakan uji t dan uji f. Sampel perusahaan ini berjumlah 30 responden.

Variabel Independen Kepemimpinan Tranformasional (X1),Komitmen Organisasi (Z) Sebesar 80,7%,sedangkan sisanya sebesar 19,3%,dipengaruhi Variabael lain yang tidak telilti. Varisbel KepemimpinanTranformasional (X1),Kecerdasan Emosional (X2) dan Komitmen organisasi (Z) terhadap Variabel dependen Organizational Citizenship Behavior (Y) sebesar 83,5 % sedangkan sisanya sebesar 16,5% dipengaruhi Variabel lain yang tidak telilti.

Kata kunci : Kepemimpinan Transformasional, Kecerdasan Emosional, *Organizational Citizenship Behavior*, Komitmen Organisasi.

ABSTRACT

Irnoval Farizal, No.BP 16101155310671, Management of the Faculty of economics and Business (2020), Effects of Transformational Leadership and Emotional Intelligence on Organizational Citizenship Behavior with Organizational Commitment as Intervening Variables at PT. Pasoka Sumber Karya, under the guidance of Dr. Muhammad Ridwan, SE, MM and Mr. Dori Mittrav Candana, SE., MM.

This study aims to determine how much influence the Transformational Leadership, Emotional Intelligence together (simultaneously) and partially on Organizational Citizenship Behavior with Organizational Commitment as Intervening Variables. Data collection methods through surveys and questionnaires. The method of analysis used is the validity and reliability test, correlation analysis, multiple linear analysis, to test the hypothesis used the t test and f test. The sample of this company is 30 respondents.

Independent Variables of Transformational Leadership (X1), Organizational Commitment (Z) of 80.7%, while the remaining 19.3%, influenced by other variables that are not accurate. Variable Transformational Leadership (X1), Emotional Intelligence (Z2) and Organizational Commitment (Z)) to the dependent variable Organizational Citizenship Behavior (Y) of 83.5% while the remaining 16.5% is influenced by other variables that are not accurate

Keywords: Transformational Leadership, Emotional Intelligence, Organizational Citizenship Behavior, Organizational Commitment.