

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Servant Leadership* Dan Komitmen Organisasi Terhadap Kepuasan Kerja dan seberapa besar Pengaruh *Servant Leadership*, Komitmen Organisasi dan *Organizational Citizenship Behavior* (OCB) terhadap Kepuasan Kerja. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 85 responden yang di dapat dengan rumus *slovin* pada populasi karyawan PT. Karya Semangat Mandiri Padang. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 16.

Hasil penelitian yang didapatkan berdasarkan Uji T (Uji Parsial) diperoleh *Servant Leadership* dan Komitmen Organisasi secara parisal berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB) karyawan PT. Karya Semangat Mandiri. Berdasarkan Uji F (Simultan) diperoleh *Servant Leadership* dan Komitmen Organisasi secara parisal berpengaruh signifikan terhadap kepuasan kerja karyawan PT. Karya Semangat Mandiri.

Kontribusi *Servant Leadership* dan Komitmen Organisasi terhadap variabel kepuasankerja sebesar 59,3% dan sisanya 40,7% dipengaruhi oleh variebel lain di luar penelitian. Kemudian *Servant Leadership*, Komitmen Organisasi dan kepuasan kerja terhadap variabel *Organizational Citizenship Behavior* (OCB) sebesar 56,1% dan sisanya 43,9% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : *Servant Leadership*, Komitmen Organisasi, *Organizational Citizenship Behavior* (OCB), Kepuasan Kerja

ABSTRACT

This study aims to examine how much influence Servant Leadership and Organizational Commitment to Job Satisfaction and how much influence Servant Leadership, Organizational Commitment and Organizational Citizenship Behavior (OCB) on Job Satisfaction. Methods of data collection through surveys and distributing questionnaires, with a sample of 85 respondents obtained by the Slovin formula in the employee population of PT. Karya Semangat Mandiri Padang. The analysis method used is correlation analysis, multiple linear regression and path analysis using SPSS 16.

The results obtained based on the T test (partial test) obtained Servant Leadership and Organizational Commitment parisally have a significant effect on the Organizational Citizenship Behavior (OCB) of PT. Karya Semangat Mandiri. Based on the F test (Simultaneous), it was found that Servant Leadership and Organizational Commitment parisally had a significant effect on job satisfaction of employees of PT. Karya Semangat Mandiri.

The contribution of Servant Leadership and Organizational Commitment to the job satisfaction variable was 59.3% and the remaining 40.7% was influenced by other variables outside the study. Then Servant Leadership, Organizational Commitment and job satisfaction on the Organizational Citizenship Behavior (OCB) variable is 56.1% and the remaining 43.9% is influenced by other variables outside of this study.

Keywords: Servant Leadership, Organizational Commitment, Organizational Citizenship Behavior (OCB), Job Satisfaction