

ABSTRAK

Serli Anda Yani, No.BP 17101155310657, Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh *Leader Member Exchange* (LMX) Kepemimpinan Transformational terhadap kinerja karyawan dengan *Organization Citizenship Behavior* (OCB) sebagai variabel intervening pada Grand Rocky Hotel Bukittinggi, dibawah bimbingan Ibuk Marta Widian Sari, SE.,MM dan Bapak Rio Andika Putra, SH, MM.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *Leader Member Exchange* (LMX) dan Kepemimpinan Transformational secara bersama sama (simultan) dan parsial terhadap Kinerja Karyawan dengan *Organization Citizenship Behavior* (OCB) sebagai variabel intervening. Metode pengumpulan data melalui survey dan kuisioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linear Berganda, Koefisien Determinasi, Untuk uji Hipotesis digunakan Uji f dan Uji t dan path analysis. Sample perusahaan ini berjumlah 112 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh: (a) *Leader Member Exchange* (LMX) berpengaruh signifikan terhadap *Organization Citizenship Behavior* (OCB). (b) Kepemimpinan Transformational berpengaruh signifikan terhadap *Organization Citizenship Behavior* (OCB). (c) *Leader Member Exchange* berpengaruh signifikan terhadap Kinerja Karyawan. (d)

Kepemimpinan Transformational berpengaruh signifikan terhadap Kinerja karyawan. (e) *Organization Citizenship Behavior* (OCB) berpengaruh signifikan terhadap Kinerja Karyawan. (f) *Organization Citizenship Behavior* (OCB) tidak memediasi *Leader Member Exchange* (LMX) terhadap Kinerja Karyawan. (g) *Organization Citizenship Behavior* (OCB) tidak memediasi Kepemimpinan Transformational terhadap Kinerja Karyawan.

Kata kunci : *Leader Member Exchange (LMX), Kepemimpinan Transformational, Organization Citizenship Behavior (OCB), Kinerja Karyawan.*

ABSTRACT

Serli Anda Yani, No.BP 17101155310657, Management of the Faculty of Economics and Business (2021), The Influence of Leader Member Exchange (LMX) Transformational Leadership on employee performance with Organization Citizenship Behavior (OCB) as an intervening variable at Grand Rocky Hotel Bukittinggi, under the guidance of Ibuk Marta Widian Sari, SE., MM and Mr. Rio Andika Putra, SH, MM.

This study aims to determine how much influence Leader Member Exchange (LMX) and Transformational Leadership jointly (simultaneously) and partially on Employee Performance with Organization Citizenship Behavior (OCB) as an intervening variable. Methods of data collection through surveys and questionnaires. The analytical method used is the validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, for the hypothesis test the f test and t test and path analysis are used. The sample of this company is 112 respondents.

Based on the research obtained based on the partial test (t test), it was found that: (a) Leader Member Exchange (LMX) has a significant effect on Organization Citizenship Behavior (OCB). (b) Transformational leadership has a significant effect on Organization Citizenship Behavior (OCB). (c) Leader Member Exchange has a significant effect on Employee Performance. (d) Transformational leadership has a

significant effect on employee performance. (e) Organization Citizenship Behavior (OCB) has a significant effect on Employee Performance. (f) Organization Citizenship Behavior (OCB) does not mediate Leader Member Exchange (LMX) on Employee Performance. (g) Organization Citizenship Behavior (OCB) does not mediate Transformational Leadership on Employee Performance.

Keywords: Leader Member Exchange (LMX), Transformational Leadership, Organization Citizenship Behavior (OCB), Employee Performance.