

## ABSTRAK

Penelitian ini mempunyai tujuan untuk menemukan bukti-bukti mengenai Pengaruh Gaya Kepemimpinan Terhadap *Downward Influence Tactics* Dan Implikasinya Terhadap *Organizational Citizenship Behaviour* (OCB) Pada PT Bank Negara Indonesia Tbk Cabang Utama UI Depok

Responden penelitian ini berjumlah 120 karyawan PT Bank Negara Indonesia Tbk Cabang Utama UI Depok yang memiliki masa kerja minimal satu tahun. Teknik pengambilan sampel menggunakan *non probability sampling*, dan teknik analisis menggunakan *Structural Equation Modelling* (SEM) dengan program LISREL.

Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan Transformasional Berpengaruh Terhadap *Downward Influence Tactics*, Gaya Kepemimpinan Transformasional berpengaruh terhadap *Organizational Citizenship Behaviour*, Gaya Kepemimpinan Transaksional tidak berpengaruh terhadap *Downward Influence Tactic*, Gaya Kepemimpinan Transaksional tidak berpengaruh Terhadap *Organizational Citizenship Behaviour*, dan *Downward Influence Tactics* tidak Berpengaruh Terhadap *Organizational Citizenship Behaviour*.

Kata Kunci : Gaya Kepemimpinan Transformasional, Transaksional , *Downward Influence Tactics*, *Organizational Citizenship Behaviour*

## **ABSTRACT**

This research aimed to find out the proofs of leadership style towards downward influence tactics and its implications to the organizational citizenship behaviour at PT Bank Negara Indonesia, Tbk UI Depok Branch (PT Bank BNI). The respondent of this research is 125 PT Bank BNI's employee which have worked at least for one year. Sampling method uses non probability sampling and the analytic technique uses SEM lisrel program.

The result of this research shows that the transformational leadership style positively influences downward influence tactics; and also influences Organizational Behaviour Citizenship. But the transactional leadership style doesn't influence downward influence tactics. Both of the transactional and downward influence tactics negatively influences Organizational Behaviour Citizenship

Keywords : Transformational Leadership Style, Transactional Leadership Style , Downward Influence Tactics, and Organizational Citizenship Behaviour