

ABSTRACT

This study aims to analyze the effect of transformational leadership, OCB and Motivation on organizational effectiveness CEC (Corruption Eradication Comision). This research is descriptive-quantitative. Secondary data were gathered from various sources such as books and journals. Primary data were obtained using questionnaire distributed to . The sampling method using saturated samples, a total sample of 161 employees'. Path analysis as method of analysis. Various statistical tests such as validity, reliability, normality tests were employed. The results showed that the variabels of Motivation, transformational leadership and OCB partially and simultaneously had a significant and positive effect on organizational effectiveness CEC (Corruption Eradication Comision). The biggest and dominance influence shown by the transformational leadership with dimension individual consideration. In order to create organizational effectiveness, Corruption Eradication Comision should improve the relationship with subordinates personally, consider and pay attention to the needs of subordinates, guide, give direction, advice and train the subordinates.

Keywords : motivation, OCB, transformational leadership and organizational effectiveness.



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional, OCB, dan motivasi terhadap efektivitas organisasi KPK. Dengan jenis penelitian deskriptif kuantitatif, menggunakan data primer dan sekunder. Data sekunder diperoleh melalui berbagai buku, jurnal dan informasi terkait. Data primer melalui kuesioner kepada karyawan di KPK. Metode pengambilan sampel menggunakan sampel jenuh dengan jumlah 161 karyawan. Metode analisis menggunakan path analisis dan berbagai tes statistik seperti validitas, reliabilitas dan normalitas. Hasil penelitian menunjukkan bahwa variabel kepemimpinan transformasional, OCB dan Motivasi secara parsial dan simultan memiliki pengaruh yang signifikan dan positif terhadap efektivitas organisasi. Pengaruh terbesar ditunjukkan oleh variabel kepemimpinan transformasional dengan dimensi konsiderasi individual (*individual consideration*). Guna menciptakan efektivitas organisasi maka KPK harus terus meningkatkan hubungan dengan bawahan secara personal, mempertimbangkan dan memperhatikan kebutuhan bawahan, membimbing, mengarahkan, menasehati dan melatih bawahan.

Kata kunci : Kepemimpinan Transformasional, OCB, Motivasi dan Effektifitas Organisasi

