

ABSTRACT

This study is aimed to see the influence of variables which indicated has an influence to organizational citizenship behavior. These variables are transformational leadership of churchman and culture of HKBP organization. This study used a quantitative method and SPSS 18 for the counting. By using those methods eventually the results came out. The results are, the transformational leadership of churchman has an influence which more significantly to organizational citizenship behavior of congregation in HKBP Cinere than HKBP organization cultural. This variabel has an important role for escalating the organizational citizenship behavior of the congregazition in HKBP Cinere.

Key words :*Transformasional Leadership, HKBP Organization Culture and Organizational Citizenship Behavior.*



ABSTRAK

Penelitian ini bertujuan untuk melihat kuat pengaruh variabel-variabel yang diindikasikan berpengaruh terhadap *organizational citizenship behavior*. Variabel-variabel ini adalah kepemimpinan transformasional pendeta dan budaya organisasi HKBP. Penelitian menggunakan metode penelitian kuantitatif dengan bantuan penghitungan menggunakan SPSS 18, yang menyatakan bahwa kepemimpinan transformasional pendeta memiliki pengaruh dan signifikan terhadap *organizational citizenship behavior* jemaat HKBP Cinere, dibandingkan dengan budaya organisasi HKBP. Variabel ini sangat berperan penting untuk meningkatkan *organizational citizenship behavior* jemaat HKBP Cinere.

Kata Kunci : Kepemimpinan Transformasional, Budaya Organisasi, dan *Organizational Citizenship Behavior*.



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