

ABSTRACT

This study intends to examine and analyze the effect of Servant Leadership, Personality and Organizational Citizenship Behavior (OCB) on Employee Performance at PT. Prima Karya Sarana Sejahtera. The object of this research are employees of PT. Prima Karya Sarana Sejahtera as many as 94 respondents. The approach used in this study is Component or Variance Based Structural Equation Model with Smart-PLS analysis tools. The results showed that Servant Leadership has a positive and significant effect on Organizational Citizenship Behavior (OCB) of PT. Prima Karya Sarana Sejahtera. Servant Leadership has a positive and significant effect on the Employee Performance of PT. Prima Karya Sarana Sejahtera.. Personality has a positive and significant effect on the Organizational Citizenship Behavior (OCB) of PT. Prima Karya Sarana Sejahtera. Personality has a positive and significant effect on the Employee Performance of PT. Prima Karya Sarana Sejahtera. Organizational Citizenship Behavior (OCB) has a positive and significant effect on the Employee Performance of PT. Prima Karya Sarana Sejahtera.

Keywords: *Servant Leadership, Personality, Organizational Citizenship Behavior (OCB), Employee Performance.*



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Servant Leadership* Kepribadian dan *Organizational Citizenship Behavior (OCB)* terhadap Kinerja Karyawan pada PT. Prima Karya Sarana Sejahtera. Objek penelitian ini adalah karyawan PT. Prima Karya Sarana Sejahtera sebanyak 94 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Servant Leadership* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada PT. Prima Karya Sarana Sejahtera. *Servant Leadership* berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT. Prima Karya Sarana Sejahtera. Kepribadian berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior (OCB)* pada PT. Prima Karya Sarana Sejahtera. Kepribadian berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT. Prima Karya Sarana Sejahtera. *Organizational Citizenship Behavior (OCB)* berpengaruh positif dan signifikan terhadap Kinerja Karyawan pada PT. Prima Karya Sarana Sejahtera.

Kata kunci : *Servant Leadership*, Kepribadian, *Organizational Citizenship Behavior (OCB)*, Kinerja Karyawan.

