

ABSTRAK

Penelitian ini bertujuan untuk mengetahui *Servant Leadership*, Motivasi Kerja, dan *Organizational Commitment* terhadap *Organizational Citizenship Behavior* (Studi pada Karyawan kecamatan Pinang). Objek pada penelitian ini adalah karyawan yang belum berstatus PNS di kecamatan Pinang. Sampel penelitian terdiri dari 40 responden dengan metode sampling jenuh. Pengambilan data dalam penelitian ini menggunakan kuisioner. Sumber data yang digunakan adalah data primer. Analisis data yang digunakan adalah analisis deskriptif kuantitatif. Analisis data dilakukan dengan menggunakan analisis *Partial Least Square (PLS)*. Hasil penelitian ini menunjukkan bahwa *Servant Leadership* berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior*, *Servant Leadership* berpengaruh positif signifikan terhadap *Organizational Commitment*, Motivasi Kerja Berpengaruh Positif Tidak signifikan terhadap *Organizational Citizenship Behavior*, Motivasi Kerja berpengaruh positif tidak signifikan terhadap *Organizational Commitment*, dan *Organizational Commitment* berpengaruh Positif tidak signifikan terhadap *Organizational Citizenship Behavior*.

Kata kunci: *Servant leadership, Motivasi Kerja, Organizational Commitment, Organizational Citizenship Behavior*

ABSTRACT

This study aims to determine The Effects of Servant Leadership, Work Motivation, and Organizational Commitment to Organizational Citizenship Behavior (Study on employees of Pinang district). The object of this research is employees who have not been civil servants in the district of Pinang. The research sample consisted of 40 respondents with saturated sampling method. The sampling technique in this study used questionnaires and interviews. The data source used is primary data. Analysis of the data used is descriptive quantitative analysis. Data analysis was performed using Partial Least Square (PLS) analysis. The results of this study indicate that Servant Leadership has a significant positive effect on Organizational Citizenship Behavior, Servant Leadership has a significant positive effect on Organizational Commitment, Work Motivation has a Positively Not significant influence on Organizational Citizenship Behavior, Work Motivation has a positive and insignificant effect on Organizational Commitment, and Organizational Commitment has a Positive Effect not significant to Organizational Citizenship Behavior.

Keywords: *Servant Leadership, Work Motivation, Organizational Commitment, Organizational Citizenship Behavior*