

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan dan budaya organisasi terhadap *organizational citizenship behavior* (ocb) dan dampaknya terhadap kinerja karyawan. Populasi dalam penelitian ini adalah 100 karyawan PT Buana Telekomindo. Sampel yang dipergunakan adalah sebanyak 99 karyawan. Metode penarikan sample menggunakan *convenience sampling*. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini menyatakan bahwa gaya kepemimpinan berpengaruh signifikan terhadap *organizational citizenship behavior*. Budaya organisasi tidak berpengaruh signifikan terhadap *organizational citizenship behavior*. Gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan. Budaya organisasi tidak berpengaruh secara signifikan terhadap kinerja karyawan. *Organizational citizenship behavior* berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Gaya Kepemimpinan , Budaya Organisasi , *Organizational Citizenship Behavior* (OCB) , Kinerja Karyawan.



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## **ABSTRACT**

*This study aims to analyze the influence style of leadership and organizational culture an its impact to organizational citizenship behavior (OCB) an its impact on employee performance. Population in this research are 100 employees of PT Buana Telekomindo. The sample used are 99 employees. The sampling method uses convinience sampling. The methods of data collection using survey method, with the research instrument is a questionnaire. The data analysis method using Partial Least Square. This study proves that style of leadership has a significant effect on organizational citizenship behavior. Organizational culture has no significant effect on organizational citizenship behavior. Style of leadership has a significant effect on employee performance. Organizational culture has no significant effect on employee performance. Organizational citizenship behavior has a significant effect on employee performance.*

*Keywords : Style of leadership , organizational culture, organizational citizenship behavior,employee performance.*



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