

ABSTRACT

The objective of this study is to investigate how transformational leadership, organizational commitment and job satisfaction as intervening variable would influence Organizational Citizenship Behavior for the Environment (OCBE) in Dinas Tenaga Kerja, Transmigrasi dan Energi Provinsi DKI Jakarta. The method used in the study is quantitative method and the whole population is used as sample or known as non-probability sampling. Population of the study is civil servants with two-year minimum experience with a total of 93 people. The data was analysed with *Structural Equation Model* (SEM) using SmartPLS 4.

The results show that transformational leadership influence OCBE positively and significantly, organizational commitment has positive and significant impact on OCBE, job satisfaction does not have influence on OCBE, transformational leadership influence job satisfaction positively and significantly, organizational commitment has positive and significant impact on job satisfaction, transformational leadership does not have impact on OCBE through job satisfaction as intervening variable, organizational commitment does not have impact on OCBE through job satisfaction as intervening variable.

Key Words: Transformational Leadership, Organizational Commitment, Job Satisfaction, *Organizational Citizenship Behavior for the Environment (OCBE)*.

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ABSTRAK

Penelitian ini memiliki tujuan untuk melihat pengaruh kepemimpinan transformasional, komitmen organisasional dan kepuasan kerja sebagai variabel intervening terhadap perilaku *Organizational Citizenship Behavior for the Environment* (OCBE) di lingkungan Dinas Tenaga Kerja, Transmigrasi dan Energi Provinsi DKI Jakarta. Penelitian ini menggunakan pendekatan kuantitatif dan seluruh populasi dijadikan sampel atau *non-probability sampling*. Populasi penelitian ini merupakan pegawai negeri sipil dengan masa kerja di atas 2 tahun sebanyak 93 orang. Metode analisis data menggunakan *Structural Equation Model* (SEM) dengan menggunakan program SmartPLS 4.

Hasil penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap OCBE, komitmen organisasional berpengaruh positif dan signifikan terhadap OCBE, kepuasan kerja tidak berpengaruh terhadap perilaku OCBE, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kepuasan kerja, komitmen organisasional memiliki dampak positif dan signifikan terhadap kepuasan kerja, kepemimpinan transformasional melalui kepuasan kerja tidak berpengaruh terhadap perilaku OCBE, komitmen organisasional melalui kepuasan kerja tidak berpengaruh terhadap perilaku OCBE.

Kata Kunci: Kepemimpinan Transformasional. Komitmen Organisasional, Kepuasan Kerja, *Organizational Citizenship Behavior for the Environment* (OCBE).

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