

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *transformational leadership* dan *job satisfaction* terhadap *Organizational Citizenship Behavior* (OCB) dengan *organizational commitment* sebagai variabel mediasi pada PT. PGAS Solution. Desain Penelitian: menggunakan sampel jenuh dengan jumlah 52 karyawan. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuisioner. Analisis yang digunakan adalah analisis statistik dalam bentuk SEM-PLS. Hasil penelitian ini membuktikan bahwa *transformational leadership* berpengaruh positif dan signifikan terhadap OCB, *job satisfaction* berpengaruh positif dan tidak signifikan terhadap OCB, *transformational leadership* berpengaruh positif dan signifikan terhadap *organizational commitment*, *job satisfaction* berpengaruh positif dan signifikan terhadap *organizational commitment*, *organizational commitment* berpengaruh positif dan signifikan terhadap OCB, *organizational commitment* tidak mampu memediasi pengaruh *job satisfaction* terhadap OCB, *organizational commitment* mampu memediasi secara parsial pengaruh *transformational leadership* terhadap OCB pada karyawan PT. PGAS Solution.

Kata Kunci : *Transformational Leadership, Job Satisfaction, Organizational Citizenship Behavior (OCB), Organizational Commitment.*



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ABSTRACT

This research aims to analyze the influence of Transformational Leadership and Job Satisfaction on Organizational Citizenship Behavior (OCB) with Organizational Commitment as a mediating variable at PT. PGAS Solutions. Research Design: using a saturated sample with a total of 52 employees. The data collection method uses a survey method, with the research instrument being a questionnaire. The analysis used is statistical analysis in the form of SEM-PLS. The results of this study prove that transformational leadership has a positive and significant effect on OCB, job satisfaction has a positive and insignificant effect on OCB, transformational leadership has a positive and significant effect on organizational commitment, job satisfaction has a positive and significant effect on organizational commitment, organizational commitment has a positive and significant effect on OCB, organizational commitment is not able to mediate the influence of job satisfaction on OCB, organizational commitment is able to partially mediate the influence of transformational leadership on OCB in PT employees. PGAS Solution.

Keywords: *Transformational Leadership, Job Satisfaction, Organizational Citizenship Behavior (OCB), Organizational Commitment.*

