

ABSTRAK

Penelitian ini bertujuan untuk mengetahui : 1) Pengaruh kepemimpinan transformasional terhadap *organizational citizenship behavior (OCB)* karyawan. 2) pengaruh budaya organisasi terhadap *organizational citizenship behavior (OCB)* karyawan. 3) pengaruh komitmen afektif terhadap *organizational citizenship behavior (OCB)* karyawan. Obyek penelitian ini adalah karyawan dari 2 BMT di karesidenan Surakarta.

Penelitian ini merupakan penelitian kuantitatif asosiatif. Data dikumpulkan menggunakan kuesioner yang disebarakan kepada 150 karyawan, akan tetapi kuesioner yang dapat diolah sebanyak 123 responden. Analisis data dilakukan dengan menggunakan aplikasi SPSS 15.

Hasil penelitian menunjukkan bahwa : 1) Kepemimpinan transformasional tidak berpengaruh secara positif signifikan terhadap *organizational citizenship behavior (OCB)* karyawan, yang ditunjukkan dengan nilai signifikansi sebesar 0,375. 2) Budaya organisasi tidak berpengaruh positif signifikan terhadap *organizational citizenship behavior (OCB)* karyawan, yang ditunjukkan dengan nilai signifikansi sebesar 0,177. 3) Komitmen afektif berpengaruh positif signifikan terhadap *organizational citizenship behavior (OCB)* karyawan, yang ditunjukkan dengan nilai signifikansi sebesar 0,000.

Kata kunci : Kepemimpinan transformasional, budaya organisasi, komitmen afektif, dan *organizational citizenship behavior (OCB)*.

ABSTRACT

This study aims to discover: 1) The effect of transformational leadership towards the employees' Organizational Citizenship Behavior (OCB), 2) the effect of organization culture towards the employees' Organizational Citizenship Behavior (OCB), 3) the effect of affective commitment towards the employees' Organizational Citizenship Behavior (OCB). The research objects were the employees of two BMTs in Surakarta Residence.

This study is a quantitative associative research. The data were obtained using questionnaires which were distributed to 150 employees, but the questionnaires which could be processed were 123 respondents. The data analysis was conducted using SPSS 15 application.

The result of the study showed that: 1) Transformational leadership did not affect in significantly positive towards the employees' Organizational Citizenship Behavior (OCB), which was shown with the significance value of 0.375. 2) The organization culture did not affect significantly positive towards the employees' Organizational Citizenship Behavior (OCB), which was shown with the significance value of 0.177. 3) The affective commitment had significant positive effect towards the employees' Organizational Citizenship Behavior (OCB), which was shown with significance value of 0.000.

Keywords: transformational leadership, organization culture, affective commitment, and organizational citizenship behavior (OCB)