

ABSTRAKSI

Dewasa ini dalam menjalankan sejumlah tugas dalam perusahaan dan untuk dapat bersaing dengan kompetitor, sumber daya manusia harus memiliki perilaku ekstra peran (Organizational Citizenship Behavior) yang dapat memberi pengaruh positif bagi eksistensi organisasi. dalam meningkatkan efektivitas, efisiensi dan keuntungan bagi organisasi. Pada setiap organisasi guna memaksimalkan perilaku OCB karyawan diperlukan peran pemimpin, kepuasan kerja dan kinerja karyawan. Tujuan dalam penelitian ini adalah untuk mengetahui pengaruh kepemimpinan transformasional, kepuasan kerja dan kinerja karyawan terhadap Organizational Citizenship Behavior.

Populasi dalam penelitian ini adalah seluruh karyawan PT. Indofood CBP Sukses Makmur (Nutrition & Special Food) Cabang Surabaya sebanyak 50 orang (Per Desember 2017). Sampel yang diambil sejumlah 50 orang. Teknik pengambilan sampel Analisis statistik yang dilakukan meliputi regresi linier berganda dan pengujian hipotesis.

Kesimpulan hasil penelitian adalah sebagai berikut : (1) Terdapat pengaruh positif dan signifikan kepemimpinan transformasional terhadap Organizational Citizenship Behavior, (2) Terdapat pengaruh positif dan signifikan kepuasan kerja terhadap Organizational Citizenship Behavior, (3) Terdapat pengaruh positif dan signifikan terhadap Organizational Citizenship Behavior, (4) Terdapat pengaruh positif dan signifikan kepemimpinan transformasional, kepuasan kerja dan kinerja karyawan secara bersama-sama terhadap Organizational Citizenship Behavior, (5) Nilai koefisien determinasi berarti variasi perubahan Organizational Citizenship Behavior dipengaruhi kepemimpinan kepuasan kerja

Kata Kunci : Kepemimpinan, Kepuasan Kerja, kinerja karyawan, Organizational Citizenship Behavior

ABSTRACT

Today in running a number of tasks within the company and to be able to compete with competitors, human resources must have extra behaviors (Organizational Citizenship Behavior) that can give positive influence to the existence of the organization. in improving effectiveness, efficiency and benefits for employee performance. In every organization to maximize the OCB behavior of employees it is necessary for the role of leader, job satisfaction and . employee performance. The purpose of this research is to know the influence of influence leadership, job satisfaction and t employee performance. Organizational Citizenship Behavior.

Population in this research is all employees Division of PT. Indofood CBP Sukses Makmur (Nutrition & Special Food) surabaya Branch as many as 50 people (As of December 2017). Samples taken by 50 people. The sampling technique is. Statistical analysis performed included multiple linear regression and hypothesis testing.

The conclusion of the research results are as follows: (1) There is positive and significant influence of influence leadership towards Organizational Citizenship Behavior, (2) There is positive influence and significant job satisfaction toward Organizational Citizenship Behavior, (3) There is positive influence and significant organizational commitment to Organizational Citizenship Behavior, (4) There is a positive and significant influence of, influence leadership job satisfaction and employee performance collectively to Organizational Citizenship Behavior

Keywords: influence Leadership, Job Satisfaction,employee performance., Organizational Citizenship Behavior