

Pengaruh kepemimpinan transformasional dan budaya organisasi terhadap organizational citizenship behavior melalui mediasi komitmen organisasi: studi kasus pada AUTO2000 cabang Yos Sudarso Jakarta = Effect of transformational leadership and organizational culture on organizational citizenship behavior through mediation of organizational commitment: case study at AUTO2000 Yos Sudarso Jakarta branch

Chusminah S.M., author

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Abstrak

Tesis ini menganalisis pengaruh kepemimpinan transformasional dan budaya organisasi terhadap organizational citizenship behavior melalui mediasi komitmen organisasi (Studi Kasus Pada AUTO2000 Cabang Yos Sudarso Jakarta). Penelitian ini merupakan penelitian kuantitatif dengan metode survei terhadap 150 orang karyawan AUTO2000 Cabang Yos Sudarso Jakarta. Data yang diperoleh diolah dengan menggunakan analisa statistik deskriptif dan SEM.

Hasil penelitian menunjukkan bahwa 1), kepemimpinan berpengaruh signifikan positif terhadap OCB, 2) budaya organisasi berpengaruh signifikan positif terhadap komitmen organisasi dan 3) komitmen organisasi berpengaruh signifikan positif terhadap OCB. Lebih lanjut ditemukan pula, kepemimpinan transformasional dan komitmen organisasi tidak berpengaruh signifikan serta budaya organisasi dan OCB tidak berpengaruh positif.

*This thesis analyzes the influence of transformational leadership and organizational culture on organizational citizenship behavior through the mediation of organizational commitment (A Case Study AUTO2000 Yos Sudarso Branch). This research is a quantitative research with survey method on 150 employees AUTO2000 Yos Sudarso Branch. The data obtained were analyzed using descriptive statistical analysis and Structural Equation Modelling.*

The results showed that 1), transformational leadership positive significant effect on OCB, 2) organizational culture has a significant positive effect on organizational commitment, 3) positive significant effect of organizational commitment on OCB, but 4) transformational leadership does not have positive effect on organizational commitment, 5) the last results indicates that organizational culture has no significant impact in the OCB. There's no strong mediating effect of organizational commitment on this study.