

**PENGARUH KOMITMEN ORGANISASIONAL,
KEPEMIMPINAN TRANSFORMASIONAL DAN KEPUASAN
KERJA TERHADAP ORGANIZATIONAL CITIZENSHIP
BEHAVIOR (OCB)**

(Pada PDAM Kota Padang)

Andrizal¹, Ice Kamela², Surya Dharma³

¹Mahasiswa Jurusan Manajemen, Fakultas Ekonomi dan Bisnis,
Universitas Bung Hatta

^(2,3)Dosen Jurusan Manajemen, Fakultas Ekonomi dan Bisnis, Universitas
Bung Hatta

E-mail: andrizal2011@gmail.com

, icekamela@yahoo.com, sdharma@gmail.com

ABSTRAK

Pada penelitian ini berjudul Pengaruh Komitmen Organisasional, Kepemimpinan Transformasional dan Kepuasan Kerja terhadap organizational citizenship behavior (OCB) pada pegawai di PDAM Kota Padang. Sumber daya manusia harus memiliki perilaku organizational citizenship behavior (OCB) yang dapat memberi pengaruh positif bagi eksistensi perusahaan dalam meningkatkan efektivitas, efisiensi dan keuntungan bagi perusahaan. Pada setiap perusahaan guna memaksimalkan organizational citizenship behavior (OCB) pegawai diperlukan komitmen organisasional, kepemimpinan dan kepuasan kerja. Sampel dalam penelitian ini berjumlah 51 orang pegawai. Teknik analisis data yang digunakan adalah analisis regresi berganda. Sebelum melakukan analisis regresi berganda, terlebih dahulu dilakukan pengujian validitas dan reliabilitas. Selanjutnya dilakukan uji ketepatan model dengan menggunakan SPSS untuk melihat koefisien determinasi (adjusted R²), dan hasil uji hipotesis (uji-t). Berdasarkan hasil pengujian hipotesis menunjukkan bahwa komitmen organisasional berpengaruh positif terhadap organizational citizenship behavior (OCB), kepemimpinan transformasional berpengaruh negatif signifikan terhadap terhadap organizational citizenship behavior (OCB), dan kepuasan kerja tidak berpengaruh terhadap organizational citizenship behavior (OCB) pada pegawai PDAM kota Padang.

Kata Kunci: **Komitmen Organisasional, Kepemimpinan Transformasional, Kepuasan Kerja, *Organizational Citizenship Behavior* (OCB)**

**THE INFLUENCE OF ORGANIZATIONAL COMMITMENT,
TRANSFORMATIONAL LEADERSHIP AND WORK
SATISFACTION TO BEHAVIOR ORGANIZATIONAL
CITIZENSHIP (OCB)
(Pada PDAM Kota Padang)**

Andrizal¹, Ice Kamela², Surya Dharma³

¹Student of Management Department, Faculty of Economics and
Business, Bung Hatta University

^(2,3)Lecturer in Management, Faculty of Economics and Business, Bung
Hatta University

E-mail: landrizal2011@gmail.com

, icekamela@yahoo.com, sdharma@gmail.com

ABSTRACT

In this study entitled The Effect of Organizational Commitment, Transformational Leadership and Job Satisfaction on organizational citizenship behavior (OCB) on employees in PDAM Padang City. Human resources must have organizational citizenship behavior (OCB) behavior that can positively influence the company's existence in increasing effectiveness, efficiency and profit for the company. In every company in order to maximize organizational citizenship behavior (OCB) employees need organizational commitment, leadership and job satisfaction. The sample in this study amounted to 51 employees. The data analysis technique used is multiple regression analysis. Before carrying out multiple regression analysis, testing the validity and reliability is done first. Furthermore, the accuracy of the model test is done by using SPSS to see the coefficient of determination (adjusted R²), and the results of hypothesis testing (t-test). Based on the results of hypothesis testing shows that organizational commitment has a positive effect on organizational citizenship behavior (OCB), transformational leadership has a significant negative effect on organizational citizenship behavior (OCB), and job satisfaction has no effect on organizational citizenship behavior (OCB) in Padang City PDAM employees.

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