**Pengaruh *Job Engagement*, Kepemimpinan Transaksional dan Iklim Organisasi terhadap *Organizational Citizenship Behavior* pada Karyawan Bagian Penjualan PT Andalas Berlian Motor Padang**

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Abstrak

Penelitian penelitian ini bertujuan membuktikan secara empiris pengaruh job engagement, kepemimpinan transaksional dan iklim organisasi terhadap organizational citizenship behavior. Pada penelitian ini digunakan sebanyak 63 orang karyawan *sales*di Andalas Berlian Motor Padang yang dipilih dengan menggunakan metode sensus. Metode analisis yang digunakan adalah kuantitatif yaitu dengan melakukan analisis regresi berganda dan pengujian t-statistik. Berdasarkan hasil pengujian hipotesis yang telah dilakukan ditemukan bahwa job engagement dan iklim organisasi berpengaruh positif terhadap *organizational citizenship behavior* karyawan *sales*di Andalas Berlian Motor Padang, sedangkan kepemimpinan transaksional tidak berpengaruh signifikan terhadap *organizational citizenship bebavior* karyawan *sales*di Andalas Berlian Motor Padang.

Kata Kunci: Iklim Organisasi, Job Engagement, Kepemimpinan Transaksional, *Organizational Citizenship Behavior*

***The Influence of Job Engagement, Transactional Leadership and Organizational Climate on Organizational Citizenship Behavior on Sales Staff of PT Andalas Berlian Motor Padang***

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*Abstract*

*Therefore the purpose of this research is to prove empirically the influence of job engagement, transactional leadership and organizational climate on organizational citizenship behavior in this study, 63 sales staff at Andalas Berlian Motor Padang were selected who were selected using the census method. The analytical method used is quantitative by conducting multiple regression analysis and t-statistical testing. Based on the results of the hypothesis testing, it was found that job engagement and organizational climate had a positive effect on organizational citizenship behavior of sales employees at Andalas Berlian Motor Padang, while transactional leadership had no significant effect on organizational citizenship of sales employees at Andalas Berlian Motor Padang.*

*Keywords*: *Job Engagement, Organizational Climate, Transactional Leadership, Organizational Citizenship Behavior*