

ABSTRAK

Untuk mendukung pencapaian tujuan organisasi, sesuatu yang dicapai oleh pegawai tidak cukup dengan bekerja sesuai peran, tetapi harus memiliki peran yang lebih dari deskripsi kerja formal. Inilah yang disebut dengan *Organizational Citizenship Behavior*. Tujuan penelitian ini adalah untuk mengetahui *Leader Member Exchange* sebagai variabel mediasi antara keterampilan politik dan *Organizational Citizenship Behavior* dengan *Perception of Organizational Politics* sebagai variabel moderasi serta dampak kepemimpinan etis terhadap *Organizational Citizenship Behavior*. Teknik pengambilan sampel dalam penelitian ini adalah pengambilan sampel secara sensus dengan jumlah sampel yang digunakan sebanyak 72 responden. Hasil penelitian menunjukkan keterampilan politik berpengaruh negatif dan signifikan terhadap *Organizational Citizenship Behavior*, Kepemimpinan Etis berpengaruh positif dan tidak signifikan terhadap *Organizational Citizenship Behavior*, *Leader Member Exchange* tidak berperan memediasi hubungan antara keterampilan politik dan *Organizational Citizenship Behavior*, *Perception of Organizational Politics* tidak berperan memoderasi hubungan keterampilan politik dan *Leader Member Exchange*, *Leader Member Exchange* berpengaruh negatif dan tidak signifikan terhadap *Organizational Citizenship Behavior* dan Keterampilan Politik berpengaruh positif dan tidak signifikan terhadap *Leader Member Exchange*.

ABSTRACT

To support the achievement of organizational goals, something achieved by employees is not enough to work according to roles, but must have a role that is more than a formal job description. This is what is called Organizational Citizenship Behavior. The purpose of this study was to find out the Leader Member Exchange as a mediating variable between political skills and Organizational Citizenship Behavior with Perception of Organizational Politics as a moderating variable and the impact of ethical leadership on Organizational Citizenship Behavior . The sampling technique in this study was census sampling with 72 respondents as samples. The results of the research show that political skills have a negative and significant effect on Organizational Citizenship Behavior , Ethical Leadership has a positive and insignificant effect on Organizational Citizenship Behavior , Leader Member Exchange do not play a role in mediating the relationship between political skills and Organizational Citizenship Behavior , Perception of Organizational Politics does not play a role in moderating relationships political skills and Leader Member Exchange, Leader Member Exchange and no significant negative effect on Organizational Citizenship Behavior and Political skills positive and not significant to the Leader Member Exchange.