

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis hubungan antara *transformational leadership* dan *procedural justice* terhadap *organizational citizenship behavior* dengan *emotional intelligence* sebagai variabel moderasi. Penelitian ini dilakukan di 15 Kantor Camat di Kabupaten Pesisir Selatan, dengan sampel 121 karyawan. Alat uji statistik yang digunakan dalam penelitian ini dengan metode Structural Equation Modeling (SEM) Partial Least Square (PLS). Hasil penelitian ini menunjukkan bahwa *transformational leadership* dan *procedural justice* memiliki pengaruh positif dan signifikan terhadap *organizational citizenship behavior* karyawan. Selain itu, hasil penelitian mengungkapkan bahwa *emotional intelligence* memiliki efek positif dan tidak signifikan pada *organizational citizenship behavior*. Peran kecerdasan emosional memiliki hubungan negatif dan tidak signifikan antara *transformational leadership* dan *organizational citizenship behavior*.

Kata kunci: *Organizational citizenship behavior*, *transformational leadership*
Emotional intelligence

Abstract

The purpose of this research is to analyze the relationship between transformational leadership and procedural justice on organizational citizenship behavior with emotional intelligence as a moderating variable. The research was conducted in 15 Regency District Head Offices in Coastal District , with a sample of 121 employees. Statistical test equipment used in this research with the method of Structural Equation Modeling (SEM) Partial Least Square (PLS). The results of this study indicate that transformational leadership had a positive and significant effect on employee organizational citizenship behavior. In addition, the results of the study revealed that transformational leadership and procedural justice had a positive and significant effect on emotional intelligence, and emotional intelligence had a positive and insignificant effect on organizational citizenship behavior. The role of emotional intelligence is a negative and insignificant relationship between transformational leadership and organizational citizenship behavior.

*Keywords: Organizational Citizenship Behavior, Transformational Leadership
Procedural Justice, Emotional Intelligence*