

## ABSTRAK

Fakultas Ekonomi dan Bisnis  
Program Studi S -1 Manajemen  
2021

**Dinda Asshifa Rizqi**

**120.2017.065**

**Pengaruh Disiplin Kerja, Kepemimpinan Transformasional dan  
*Organizational Citizenship Behavior* (OCB) Terhadap Kinerja Karyawan.**

**119 halaman + xv halaman + 15 tabel + 3 gambar dan 4 lampiran**

### Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja, kepemimpinan transformasional dan *organizational citizenship behavior* (OCB) terhadap kinerja karyawan. Penelitian ini didesain sebagai *explanatory research*. Populasi penelitian adalah karyawan umum dengan jumlah sampel 140 responden. Data dikumpulkan menggunakan instrumen kuesioner. Analisis data menggunakan Metode *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa disiplin kerja, kepemimpinan transformasional, *organizational citizenship behavior* (OCB) dapat dijadikan model yang memiliki kesesuaian (*fit*) yang besar (GoF 0,538) untuk dijadikan model yang dapat memprediksi ( $Q^2$  0,587) pengaruhnya terhadap kinerja karyawan. Kepemimpinan transformasional (p-value <0,01) dan *organizational citizenship behavior* (OCB) (p-value <0,01) masing-masing berpengaruh positif terhadap kinerja karyawan. Menurut pandangan Islam seseorang harus meningkatkan disiplin kerja agar memperoleh kinerja karyawan yang baik. Kepemimpinan yang memiliki akhlak yang mulia agar menimbulkan kinerja yang baik diperusahaan. Pemimpin perusahaan harus mampu menciptakan kinerja yang baik dan nyaman bagi karyawan diperusahaan agar mereka bersemangat membangun kinerja yang berkualitas untuk perusahaan.

**Kata Kunci:** Disiplin Kerja, Kepemimpinan Transformasional, *Organizational Citizenship Behavior* (OCB) dan Kinerja Karyawan.

## **ABSTRACT**

*Faculty of Economics and Business*

*Program Studi S-1 Management*

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***Dinda Asshifa Rizqi***

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***The Influence of Work Discipline, Transformational Leadership and Organizational Citizenship Behavior (OCB) on Employee Performance.***

***119 page + xv page + 15 tabel + 3 picture and 4 attachment***

### ***Abstract Description***

*This study aims to determine the effect of work discipline, transformational leadership and organizational citizenship behavior (OCB) on employee performance. This research is designed as explanatory research. The research population is general employees with a total sample of 140 respondents. Data were collected using a questionnaire instrument. Data analysis using Partial Least Square Structural Equation Modeling Method. The results showed that work discipline, transformational leadership, organizational citizenship behavior (OCB) can be used as models that have a large fit (GoF 0.538) to be used as a model that can predict ( $Q^2$  0.587) its effect on employee performance. Transformational leadership ( $p$ -value  $<0.01$ ) and organizational citizenship behavior (OCB) ( $p$ -value  $<0.01$ ) each have a positive effect on employee performance. According to the Islamic view, one must improve work discipline in order to obtain good employee performance. Leadership that has noble character in order to lead to good performance in the company. Company leaders must be able to create good and comfortable performance for employees in the company so that they are eager to build quality performance for the company.*

***Keywords:*** *Work Discipline, Transformational Leadership, Organizational Citizenship Behavior (OCB) and Employee Performance.*