

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *transformational leadership*, *work life balance*, dan *organizational commitment* terhadap *Organizational Citizenship Behavior* (OCB) pada karyawan PT. Teupin Lada Aceh Timur. Penelitian ini menggunakan pendekatan kuantitatif dengan 97 responden. Teknik pengambilan sampel menggunakan *sampling jenuh* atau sensus. Data dikumpulkan melalui kuesioner dengan skala Likert dan dianalisis menggunakan regresi linear berganda dengan bantuan IBM SPSS. Pengujian hipotesis dilakukan secara parsial menggunakan uji t. Hasil penelitian menunjukkan bahwa *transformational leadership*, *work life balance*, dan *organizational commitment* secara parsial berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* (OCB). Dengan demikian, ketiga variabel tersebut berperan dalam meningkatkan *organizational citizenship behavior* (OCB) pada karyawan PT. Teupin Lada Aceh Timur.

Kata kunci: *transformational leadership*, *work life balance*, *organizational commitment*, *organizational citizenship behavior* (OCB).

ABSTRACT

This study aims to analyze the effect of transformational leadership, work life balance, and organizational commitment on organizational citizenship behavior (OCB) among employees of PT. Teupin Lada Aceh Timur. This study employed a quantitative approach with 97 respondents. The sampling technique used was saturated sampling or census sampling. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of IBM SPSS. Hypothesis testing was conducted partially using the t-test. The results showed that transformational leadership, work life balance, and organizational commitment partially had a positive and significant effect on organizational citizenship behavior (OCB). Thus, these three variables play a role in improving organizational citizenship behavior (OCB) among employees of PT. Teupin Lada Aceh Timur.

Keywords: *transformational leadership*, *work life balance*, *organizational commitment*, *organizational citizenship behavior* (OCB).