ABSTRAK

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Program Studi : Program Magister Ilmu Manajemen

Judul : Pengaruh Kepemimpinan Transformasional dan Kepuasan Kerja terhadap *Organization Citizenship Behaviour* dengan Komitmen Organisasi Sebagai Variabel Intervening pada Kantor Pertanahan Provinsi Aceh

Penelitian ini bertujuan untuk menganalisa pengaruh kepemimpinan transformasional dan kepuasan kerja *organization citizenship behaviour* dengan komitmen organisasi sebagai variabel intervening pada Kantor Pertanahan Provinsi Aceh, untuk variabel dependen dari penelitian ini adalah kepemimpinan transformasional dan epuasan kerja untuk variabel independen adalah *organization citizenship behaviour*, untuk variabel intervening adalah komitmen organisasi.

Populasi dalam penelitian ini adalah pegawai Kantor Pertanahan Provinsi Aceh yang terdiri kantor Kabupaten Aceh Utara, kantor Pemerintak Lhokseumawe dan Kantor Kabupaten Bireuen. Teknik pengambilan sampel menggunakan *simple random sampling* dan diperoleh sampel sebanyak 68 responden yang merupakan pegawai Kantor Pertanahan Provinsi Aceh, metode penelitian yang digunakan adalah metode kuantitatif, untuk metode analisis data menggunakan *path analysis* (analisis jalur).

Hasil penelitian ini menunjukkan bahwa, kepemimpinan transformasional berpengaruh signifikan terhadap komitmen organisasi, kepuasan kerja berpengaruh signifikan terhadap komitmen organisasi. Kepemimpinan transformasional berpengaruh signifikan terhadap *organization citizenship behaviour* pegawai Kantor Pertanahan Provinsi Aceh, kepuasan kerja berpengaruh signifikan terhadap *organization citizenship behaviour* pegawai Kantor Pertanahan Provinsi Aceh.

Selanjutnya komitmen organisasi berpengaruh signifikan terhadap *organization citizenship behaviour* pegawai Kantor Pertanahan Provinsi Aceh, kepemimpinan transformasional berpengaruh signifikan terhadap *organization citizenship behaviour* melalui komitmen organisasi sebagai variabel *intervening* dan kepuasan kerja berpengaruh signifikan terhadap *organization citizenship behaviour* melalui komitmen organisasi sebagai variabel *intervening.*

Kata kunci : Kepemimpinan Transformasional, Kepuasan Kerja, Komitmen Organisasi Dan *Organization Citizenship Behaviour*

ABSTRACT

Name : *Enik Wijayanti*
Study Program : *Magister science of management*
Title : *The Influence of Transformational Leadership and Job Satisfaction on Organizational Citizenship Behaviour with Organizational Commitment as An Intervening Variable at The Aceh Provincial Land Office.*

This study aims to analyse the influence of transformational leadership and job satisfaction on organizational citizenship behaviour with organisational commitment as an intervening variable at the Aceh Provincial Land Office, where the dependent variables of this study are transformational leadership and job satisfaction, the independent variable is organizational citizenship behaviour, and the intervening variable is organisational commitment.

The population in this study consists of employees of the Aceh Provincial Land Office, including the North Aceh District office, the Lhokseumawe City office and the Bireuen District office. The sampling technique used was simple random sampling, and a sample of 68 respondents was obtained, all of whom are employees of the Aceh Provincial Land Office. The research method used is quantitative, and data analysis is conducted using path analysis..

The results of this study indicate that transformational leadership has a significant effect on organisational commitment, job satisfaction has a significant effect on organisational commitment. Transformational leadership has a significant effect on the organisational citizenship behaviour of employees at the Aceh Provincial Land Office, and job satisfaction has a significant effect on the organisational citizenship behaviour of employees at the Aceh Provincial Land Office.

Furthermore, organizational commitment has a significant effect on the organizational citizenship behaviour of employees at the Aceh Provincial Land Office, transformational leadership significantly influences organizational citizenship behaviour through organizational commitment as an intervening variable, and job satisfaction significantly influences organizational citizenship behaviour through organizational commitment as an intervening variable.

Keywords: Transformational Leadership, Job Satisfaction, Organizational Commitment And Organization Citizenchip Behaviour