

## ABSTRAK

Nama : Fadila Dwi Yulia  
Program Studi : Manajemen  
Judul : Pengaruh *Servant Leadership*, *Well-Being* dan *Talent Management* Terhadap *Organizational Citizenship Behavior* (OCB) (Studi Kasus Pada PT. Bakrie Renewable Chemicals Kabupaten Batu Bara)

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh *servant leadership*, *well-being* dan *talent management* terhadap *organizational citizenship behavior* (OCB) di PT. Bakrie Renewable Chemicals Kabupaten Batu Bara. Data yang digunakan pada penelitian ini adalah data primer yang diperoleh dengan cara membagikan kuesioner kepada 80 karyawan pada PT. Bakrie Renewable Chemicals Kabupaten Batu Bara. Uji coba kuesioner terdiri dari uji validitas dan uji reliabilitas dengan menggunakan metode *Cronbach's Alpha*. Uji asumsi klasik menggunakan uji normalitas, uji multikolinearitas dan uji heterokedastisitas. Uji hipotesis menggunakan uji-t (parsial) dan koefisien determinasi  $R^2$ . Teknik analisis data yang digunakan adalah regresi linear berganda dengan menggunakan bantuan perangkat lunak SPSS versi 24. Hasil penelitian menunjukkan bahwa secara parsial *servant leadership*, *well-being* dan *talent management* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* (OCB) pada PT. Bakrie Renewable Chemicals. Hasil pengujian koefisien determinasi diperoleh hasil bahwa *servant leadership*, *well-being* dan *talent management* mempengaruhi *organizational citizenship behavior* (OCB) sebesar 79,4% sedangkan sisanya 20,6% dipengaruhi oleh variabel di luar penelitian ini.

**Kata kunci** : *Servant Leadership*, *Well-Being*, *Talent Management*, *Organizational Citizenship Behavior* (OCB).

## ABSTRACT

*Name : Fadila Dwi Yulia*  
*Study Program : Management*  
*Title : The Effect of Servant Leadership, Well-Being and Talent Management On Organizational Citizenship Behavior (OCB) (Case at PT. Bakrie Renewable Chemicals Batu Bara Regency)*

*This study aims to determine how the influence of servant leadership, well-being and talent management on organizational citizenship behavior (OCB) at PT Bakrie Renewable Chemicals Batu Bara Regency. The data used in this study was primary data obtained by distributing questionnaires to 80 employees at PT Bakrie Renewable Chemicals Batu Bara Regency. The questionnaire trial consisted of a validity test and a reliability test using Cronbach's Alpha method. The classical assumption test uses the normality test, the multicollinearity test and the heteroscedasticity test. Test the hypothesis testing using the t-test (partial) and the coefficient of determination  $R^2$ . The data analysis technique used is multiple linear regression using the help of SPSS version 24 software. The results showed that partially servant leadership, well-being and talent management had a positive and significant affects on organizational citizenship behaviour (OCB) at PT. Bakrie Renewable Chemicals. The results of the coefficient of determination test found that servant leadership, well-being and talent management affect organizational citizenship behaviour (OCB) by 79.4% while the remaining 20.6% is influenced by variables outside this study.*

**Keywords :** *Servant Leadership, Well-Being, Talent Management, Organizational Citizenship Behavior (OCB).*