

## ABSTRAK

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Judul : Pengaruh Transformasional Leadership Terhadap *Organizational Citizenship Behavior* Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada PT. Socfindo Kebun Lae Butar

Penelitian ini dilakukan untuk mengetahui pengaruh *transformasional leadership* terhadap *organizational citizenship behavior* dengan komitmen organisasi sebagai variabel intervening pada PT. Socfindo Kebun Lae Butar. Populasi penelitian ini mencakup 892 orang dengan sampel yang diambil sebanyak 134 orang. Metode penelitian yang digunakan adalah kuantitatif dengan pengumpulan data melalui kuesioner yang dirancang khusus untuk mengukur variabel-variabel yang relevan. Data yang terkumpul kemudian dianalisis menggunakan program Smart PLS untuk menguji hipotesis yang diajukan. Hasil analisis menunjukkan bahwa *transformasional leadership* memiliki pengaruh positif dan signifikan terhadap komitmen organisasi. Selanjutnya, komitmen organisasi terbukti berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. Selain itu, *transformasional leadership* juga memiliki pengaruh positif dan signifikan terhadap *organizational citizenship behavior* secara langsung. Penelitian ini menemukan bahwa komitmen organisasi memediasi hubungan antara *transformasional leadership* dan *organizational citizenship behavior* secara parsial, yang berarti bahwa pengaruh *transformasional leadership* terhadap *organizational citizenship behavior* sebagian besar dijelaskan melalui peningkatan komitmen organisasi. Temuan ini menyoroti pentingnya kepemimpinan transformasional dalam meningkatkan komitmen organisasi dan sikap *organizational citizenship behavior*. Implikasi praktis dari hasil penelitian ini adalah pentingnya bagi manajemen perusahaan untuk fokus pada pengembangan kepemimpinan transformasional dan strategi peningkatan komitmen organisasi untuk mencapai peningkatan efektivitas dan produktivitas organisasi secara keseluruhan.

Kata Kunci: *Transformational leadership*, *Organizational citizenship behavior*, Komitmen organisasi.

## **ABSTRACT**

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*Title : The Influence of Transformational Leadership on Organizational Citizenship Behavior with Organizational Commitment as an Intervening Variable at PT. Socfindo Kebun Lae Butar*

*This research was conducted to determine the effect of transformational leadership on organizational citizenship behavior with organizational commitment as an intervening variable at PT. Socfindo Kebun Lae Butar. The population of this study included 892 people with a sample of 134 people. The research method used is quantitative by collecting data through a questionnaire specifically designed to measure relevant variables. The collected data was then analyzed using the Smart PLS program to test the proposed hypothesis. The results of the analysis show that transformational leadership has a positive and significant influence on organizational commitment. Furthermore, organizational commitment is proven to have a positive and significant effect on organizational citizenship behavior. Apart from that, transformational leadership also has a positive and significant influence on organizational citizenship behavior directly. This research found that organizational commitment partially mediates the relationship between transformational leadership and organizational citizenship behavior, which means that the influence of transformational leadership on organizational citizenship behavior is largely explained by increasing organizational commitment. These findings highlight the importance of transformational leadership in increasing organizational commitment and organizational citizenship behavior. The practical implication of the results of this research is that it is important for company management to focus on developing transformational leadership and strategies for increasing organizational commitment to achieve increased overall organizational effectiveness and productivity.*

**Keywords :** *Transformational leadership, Organizational citizenship behavior, Organizational commitment.*

