

## RINGKASAN

Penelitian ini menganalisis pengaruh antara conscientiousness, agreeableness, dan openness to experience (dimensi big five personality) dengan variabel moderator OCB dan kepemimpinan transformasional. Penelitian ini dilakukan di PT TASPEN (Persero) Purwokerto dengan responden sebanyak 40 orang karyawan. Alat analisis yang digunakan untuk menguji hipotesis adalah regresi berganda dan uji beda mutlak untuk menguji moderasi.

Hasil penelitian menunjukkan bahwa conscientiousness, agreeableness, dan openness to experience berpengaruh positif dan signifikan terhadap OCB. Selanjutnya, kepemimpinan transformasional melemahkan hubungan antara kesadaran dengan OCB dan tidak memoderasi hubungan antara keramahan dan keterbukaan terhadap pengalaman dengan OCB.

Berdasarkan hasil penelitian, semakin tinggi conscientiousness, agreeableness, dan openness to experience pada karyawan akan meningkatkan OCB pada karyawan. Selanjutnya, kepemimpinan transformasional tidak mendukung kepribadian karyawan untuk memunculkan OCB-nya. Kepemimpinan transformasional diklasifikasikan sebagai prediktor OCB.

Kata Kunci: Kepribadian Lima Besar, Kesadaran, Keramahan, Keterbukaan terhadap Pengalaman, Perilaku Kewarganegaraan Organisasi, Kepemimpinan Transformasional

## SUMMARY

This research analyzes the effect between conscientiousness, agreeableness, and openness to experience (dimension of big five personalities) with OCB and transformational leadership as moderator variables. This research was conducted in PT TASPEN (Persero) Purwokerto with 40 employees as a respondent. The analytical tool used to test the hypothesis is multiple regression and the absolute difference to test moderation.

The results showed that conscientiousness, agreeableness, and openness to experience positively and significantly affected OCB. Furthermore, transformational leadership weakens the relationship between conscientiousness with OCB and does not moderate the relationship between agreeableness and openness to experience with OCB.

Based on the research result, the higher conscientiousness, agreeableness, and openness to experience of the employee will increase OCB on the employee. Furthermore, transformational leadership does not support employees' personalities to bring out their OCB. Transformational leadership is classified as a predictor of OCB.

Keyword: Big five personality, Conscientiousness, Agreeableness, Openness to Experience, Organizational Citizenship Behavior, Transformational Leadership