

RINGKASAN

Penelitian ini berjudul “*Transformational Leadership, Organizational Commitment, dan Job Satisfaction terhadap Organizational Citizenship Behaviour (OCB) di BUMDes Banyumas*”.

Penelitian ini bertujuan untuk mengetahui pengaruh dari *transformational leadership, organizational commitment, dan job satisfaction* terhadap *organizational citizenship behaviour (OCB)* di BUMDes Banyumas, Dengan sampel BUMDes yang diambil yaitu berjumlah 25 BUMDes dan total keseluruhannya yaitu 110 responden. Perhitungan responden ini menggunakan rumus Cochran dengan menggunakan sampel jenuh dalam penentuan respondennya.

Berdasarkan hasil penelitian dan analisa dengan menggunakan alat analisis *Statistical Program for Social Science (SPSS)* diperoleh kesimpulan bahwa: 1) *Transformational leadership* berpengaruh positif terhadap *organizational citizenship behaviour (OCB)*. 2) *Organizational commitment* berpengaruh positif terhadap *organizational citizenship behaviour (OCB)*. 3) *job satisfaction* berpengaruh positif terhadap *organizational citizenship behaviour (OCB)*.

Implikasi pada penelitian ini yaitu: 1) Pemimpin yang ada di BUMDes sebaiknya lebih memperhatikan gaya kepemimpinan, bagaimana cara memimpin para karyawannya, dengan begitu karyawan akan terbentuk cara

timbal baliknya di organisasi. 2) Apabila orang-orang yang ada di BUMDes memiliki rasa komit pada BUMDes maka keterikatan emosional yang ada dapat mendorong partisipasi karyawan dalam *organizational citizenship behaviour* yang merupakan wujud dari loyalitas dan nilai organisasi. 3) Karyawan atau orang-orang yang ada didalam BUMDes yang merasa puas Adanya *job satisfaction* didalam lingkungan organisasi dapat menumbuhkan rasa *organizational citizenship behaviour* didalam diri karyawan BUMDes sehingga dapat mempengaruhi inisiatif karyawan.

Kata Kunci: *Transformational Leadership, Organizational Commitment, Job Satisfaction, Organizational Citizenship Behaviour (OCB).*



SUMMARY

This research is entitled "Transformational Leadership, Organizational Commitment, and Job Satisfaction on Organizational Citizenship Behavior (OCB) in BUMDes Banyumas".

Cochran formula using a saturated sample in determining the respondents. Based on the results of research and analysis using the Statistical Program for Social Science (SPSS) analysis tool, it was concluded that: 1) Transformational leadership has a positive effect on Organizational Citizenship Behavior (OCB). 2) Organizational commitment has a positive effect on Organizational Citizenship Behavior (OCB). 3) Job satisfaction has a positive effect on Organizational Citizenship Behavior (OCB).

The implications of this research are: 1) Leaders in BUMDes should pay more attention to leadership style, how to lead their employees, so that employees will develop a way of reciprocity in the organization. 2) If the people in BUMDes have a sense of commitment to BUMDes then the continuation of the existing emotions can encourage employee participation in Organizational Citizenship Behavior which is a form of loyalty and organizational values. 3) Employees or people in BUMDes who feel satisfied. Job satisfaction in the organizational environment can foster a sense of Organizational Citizenship Behavior in BUMDes employees so that it can influence employee initiative.

Keywords: *Transformational Leadership, Organizational Commitment, Job Satisfaction, Organizational Citizenship Behavior (OCB).*

