

ABSTRAK

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“PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* DAN KINERJA KARYAWAN RUMAH SAKIT ABC”

(xiii + 138 halaman; 4 gambar; 24 tabel; 4 lampiran)

Studi ini mempunyai tujuan untuk mengetahui adanya pengaruh positif pada variabel kepemimpinan transformasional, disiplin kerja dan motivasi kerja terhadap *organizational citizenship behavior* (OCB) dan kinerja karyawan di Rumah Sakit ABC. Dalam penganalisisan data pada studi ini menggunakan metode PLS yakni *Partial Least Square* (PLS) dengan *software SmartPLS* versi 3. Penelitian ini melibatkan 132 responden terdiri dari tenaga kesehatan di RS ABC. Hasil dari penelitian menyatakan bahwa rata-rata kepemimpinan transformasional sebesar 4,29, disiplin kerja 4,24, motivasi kerja 4,3, OCB 4,21 dan kinerja karyawan 4,25. Data menyatakan bahwa disiplin kerja tidak mempengaruhi secara positif OCB. OCB sebagai variabel moderator antara disiplin kerja dan motivasi kerja tidak mampu mempengaruhi kinerja karyawan RS ABC.

Referensi : 79 (1974-2022)

Kata Kunci : Pengaruh kepemimpinan Transformasional, Disiplin Kerja, Motivasi *Organizational Citizenship Behavior*, Kinerja Karyawan

ABSTRAK

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“THE EFFECT OF TRANSFORMATIONAL LEADERSHIP WORK DISCIPLINE AND WORK MOTIVATION ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND PERFORMANCE EMPLOYEES AT ABC HOSPITAL”

(xiii + 138 halaman; 4 gambar; 24 tabel; 4 lampiran)

This study aims to determine whether there is a positive influence on the variables of transformational leadership, work discipline and work motivation on organizational citizenship behavior (OCB) and employee performance at ABC Hospital. In analyzing the data in this study, the PLS method was used Partial Least Square (PLS) with software SmartPLS version 3. This study involved 132 respondents consisting of health workers at ABC Hospital. The results of the study stated that the average transformational leadership was 4.29, work discipline was 4.24, work motivation was 4.3, OCB was 4.21 and employee performance was 4.25. The data states that work discipline does not positively affect OCB. OCB as a moderator variable between work discipline and work motivation is not able to influence the performance of ABC Hospital employees.

Reference : 79 (1974-2022)

Key Words : Effect, transformational leadership, work discipline, work motivation, organizational citizenship behavior, performance employee, ABC hospital