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**Abstract.** The first three years are crucial for the growth of startups, requiring Organizational Citizenship Behavior (OCB) to enable employees to face challenges. The aim of this research is to explore the role of transformational leadership in OCB through psychological empowerment as a mediator. Measurement instruments used include adaptations of the OCB Scale (Organ, Podsakoff, & MacKenzie, 2006), the MLQ Scale (Bass & Riggio, 2006), and the Psychological Empowerment Scale (Spreitzer, 1995). A total of 184 employees of PT. X startup from various job levels participated in this study. Simple mediation analysis was conducted using bootstrapping with PROCESS. The results of the data analysis revealed that transformational leadership significantly influences OCB ( $\beta=0.092$ , CI (0.002-0.182)) and psychological empowerment serves as a partial mediator ( $\beta=0.137$ , CI (0.083-0.199)). Organizations can enhance OCB behavior by implementing transformational leadership styles that can lead to the emergence of psychological empowerment to promote OCB behavior.

**Keyword:** *Organizational Citizenship Behavior; Transformational Leadership; Psychological Empowerment*

**Abstrak.** Tiga tahun pertama merupakan masa krusial bagi pertumbuhan startup sehingga organisasi membutuhkan *Organizational Citizenship Behavior* (OCB) sehingga karyawan mampu menghadapi tantangan. Tujuan penelitian ini adalah untuk mengeksplorasi peran *transformational leadership* terhadap OCB melalui *psychological empowerment* sebagai mediator. Instrumen pengukuran yang digunakan meliputi adaptasi dari Skala OCB (Organ, Podsakoff, & MacKenzie, 2006), Skala MLQ (Bass & Riggio, 2006) dan Skala *Psychological Empowerment* (Spreitzer, 1995). Sejumlah 184 karyawan startup PT. X dari berbagai level jabatan menjadi partisipan dalam penelitian ini. Metode analisis mediasi sederhana dilakukan menggunakan *bootstrapping* dengan PROCESS. Hasil analisis data menemukan bahwa transformational leadership berperan signifikan terhadap OCB ( $\beta=0,092$ , CI (0,002-0,182)) dan *psychological empowerment* berperan sebagai *partial mediator* ( $\beta=0,137$ , CI (0,083-0,199)). Organisasi dapat meningkatkan perilaku OCB dengan melibatkan penerapan gaya transformational leadership yang dapat diikuti munculnya *psychological empowerment* untuk mendorong perilaku OCB.

**Kata Kunci:** *Organizational Citizenship Behavior; Transformational Leadership; Psychological Empowerment*