



Memrediksi *Organizational Citizenship Behavior* Berdasarkan Persepsi Gaya Kepemimpinan Transformasional Dan *Quality Of Worklife* Pada Pegawai Negeri Sipil

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Intisari

Tujuan dari penelitian ini adalah untuk memprediksi *organizational citizenship behavior* berdasarkan persepsi gaya kepemimpinan transformasional dan *quality of worklife* pada PNS. Hipotesis yang diajukan dalam penelitian ini adalah *organizational citizenship behavior* dapat diprediksi berdasarkan persepsi gaya kepemimpinan transformasional dan *quality of worklife* di PNS kab. Sleman. Subjek dalam penelitian ini adalah PNS yang bekerja tetap di tujuh Dinas Pemerintahan Kabupaten Sleman. Data dianalisis dengan menggunakan metode analisis regresi berganda dan hasilnya menunjukkan bahwa terdapat hubungan yang signifikan antara kepemimpinan transformasional dan *quality of worklife* terhadap *organizational citizenship behavior* ($R= 0,559$, $p<0,05$), sehingga dikatakan bahwa hipotesis dapat diterima. Sumbangan efektif persepsi gaya kepemimpinan transformasional dan *quality of worklife* dengan *organizational citizenship behavior* secara bersama-sama sebesar 31,2%.

Kata kunci: kepemimpinan transformasional, *quality of worklife* dan *organizational citizenship behavior*



***TO PREDICT ORGANIZATIONAL CITIZENSHIP BEHAVIOR BASED ON THE
PERCEPTION OF TRANSFORMATIONAL LEADERSHIP STYLE AND QUALITY
OF WORKLIFE ON CIVIL SERVANT***

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Abstract

The aim of this study is to predict organizational citizenship behavior based on the perception of transformational leadership style and quality of worklife. Hypothesis that being proposed by this study is: Organizational citizenship behavior can be predicted based on the perception of transformational leadership style and quality of worklife. Respondents of this study were employees of seven government service in Sleman district. Data are being analyzed with multiple regression analysis and shows that correlation between transformational leadership and quality of worklife with organizational citizenship behavior are significant ($R = 0,559$; $p < 0,05$), which shows that the hypothesis are being proposed by the researcher can be accepted. Statistic shows that contribution from transformational leadership and quality of worklife for organizational citizenship behavior is as big as 31,2%.

Keywords: transformational leadership, quality of worklife and organizational citizenship behavior