

## ABSTRACT

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*Title : Transformational leadership style on organizational citizenship behavior and work ethic of PT Baramulti contract employees in Palembang*

*This study aims to determine the effect of transformational leadership style on organizational citizenship behavior and work ethic in contract employees of PT Baramulti in Palembang. The research method is quantitative correlation. This study used all 106 contract employees of PT Baramulti in Palembang as subjects using total sampling technique. This study uses instruments that were made by the researcher herself, namely the transformational leadership style scale based on aspects according to Bass & Bass (2008), the Organizational Citizenship Behavior scale based on aspects according to Organ, et al (2006), and the work ethic scale based on aspects according to Santoso (2012). The results of data analysis using multiple linear regression assisted by SPSS Version 28 for Windows showed that there was a simultaneous effect of Organizational Citizenship Behavior and work ethic with,  $r = 0.536$  and  $F = 20.737$  at  $P = 0.001$  ( $P < 0.05$ ). The first hypothesis shows the influence of organizational citizenship behavior on transformational leadership style,  $P = 0.003$  ( $P < 0.05$ ). The second hypothesis shows that work ethic has no effect on transformational leadership style,  $p = 0.099$  ( $P > 0.05$ ). The effective contribution of organizational citizenship behavior and work ethic variables to transformational leadership style is 28.7%, while the remaining 71.3% is influenced by variables outside the research.*

*Keywords : Transformational Leadership Style, Work Ethic, Organizational Citizenship Behavior, contract employees*

## INTISARI

Nama : Happy Julianti Nurifarah  
 Program Studi/ Fakultas : Psikologi/ Psikologi Islam  
 Judul : Pengaruh Gaya Kepemimpinan Transformasional Terhadap *Organizational Citizenship Behavior* Dan Etos Kerja Pada Karyawan Kontrak PT Baramulti Di Palembang

Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan Transformasional Terhadap *Organizational Citizenship Behavior* Dan Etos Kerja Pada Karyawan Kontrak PT Baramulti Di Palembang. Metode penelitian adalah kuantitatif kausal komparatif. Penelitian ini menggunakan subjek seluruh karyawan kontrak PT Baramulti di Palembang yang berjumlah 106 dengan menggunakan teknik total sampling. Penelitian ini menggunakan instrumen yang dibuat sendiri oleh peneliti yaitu skala gaya kepemimpinan transformasional berdasarkan aspek-aspek menurut Bass & Bass (2008), Skala *Organizational Citizenship Behavior* berdasarkan aspek-aspek menurut Organ et al., (2006), dan Skala etos kerja berdasarkan aspek-aspek menurut Santoso (2012). Hasil analisis data dengan regresi linier berganda dibantu SPSS *Versi 28 for Windows* menunjukkan ada pengaruh simultan bersama-sama *Organizational Citizenship Behavior* dan etos kerja dengan,  $r = 0,536$  dan  $F = 20,737$  pada  $P = 0,001$  ( $P < 0,05$ ). Hipotesis pertama menunjukkan adanya pengaruh *organizational citizenship behavior* terhadap gaya kepemimpinan transformasional,  $P = 0,003$  ( $P < 0,05$ ). Hipotesis kedua menunjukkan bahwa etos kerja tidak berpengaruh terhadap gaya kepemimpinan transformasional,  $p = 0,099$  ( $P > 0,05$ ). Sumbangan efektif variabel *organizational citizenship behavior* dan etos kerja terhadap gaya kepemimpinan transformasional 28,7%, sedangkan sisanya 71,3% dipengaruhi oleh variabel di luar penelitian.

Kata Kunci : Gaya Kepemimpinan Transformasional, *Organizational Citizenship Behavior*, Etos Kerja, Karyawan Kontrak