

ABSTRACT

THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND TRANSFORMATIONAL LEADERSHIP STYLE ON EMPLOYEES PERFORMANCE PT MARGA SOLUSI PRIMA LAMPUNG

By:

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Based on the result of the research on the performance of office employees at PT. Marga Solusi Prima Lampung in 2021 experienced problems where the targets set by the company had not been achieved. This caused the company's profits to decrease. The purpose of this study was to find the effect of Organizational Citizenship Behavior and Transformational Leadership Style on the performance. The type of research used was quantitative research using an associative method with multiple linear regression analysis. The data collection method in this study used interview and a questionnaire. The population in this study were 85 employees, which then determined a sample of 35 employees from the office using purposive sampling technique. Test the data analysis requirements using normality test, linearity test, and multi-collinearity test. The result of this study found that Organizational Citizenship Behavior had a positive effect on performance and Transformational Leadership Style had a positive effect on performance.

Keywords: Organizational Citizenship Behavior, Transformational Leadership Style, and Performance