

**PENGARUH *SELF EFFICACY* DAN KEPEMIMPINAN
TRANSFORMASIONAL TERHADAP KINERJA PEGAWAI MELALUI
ORGANIZATIONAL CITIZENSHIP BEHAVIOR SEBAGAI VARIABEL
INTERVENING PADA DINAS PENDIDIKAN KOTA TANJUNG BALAI**

ABSTRAK

**DWI HARTINA
243304812028**

Penelitian ini bertujuan untuk mengetahui apakah *Self Efficacy* dan Kepemimpinan Transformasional berpengaruh terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening pada pegawai Dinas Pendidikan Kota Tanjung Balai. Penelitian dilakukan terhadap pegawai tetap pada Dinas Pendidikan Kota Tanjung Balai. Populasi dalam penelitian ini sebanyak 82 orang. Dikarenakan jumlah populasi sedikit, maka teknik pengambilan sampel pada penelitian ini yaitu sampel jenuh dengan jumlah sampel sebanyak 82 orang. Teknik pengumpulan data yang digunakan adalah data primer berupa kuesioner dan data sekunder yang diperoleh melalui studi dokumentasi. Teknik analisis data menggunakan data kuantitatif yang diolah dengan program SPSS versi 25, yaitu uji t, uji sobel dan analisis jalur. Hasil yang didapat dalam penelitian ini menunjukkan 1) terdapat pengaruh positif dan signifikan antara *Self Efficacy* terhadap *Organizational Citizenship Behavior*, 2) terdapat pengaruh positif dan signifikan antara Kepemimpinan Transformasional terhadap *Organizational Citizenship Behavior*, 3) terdapat pengaruh positif dan signifikan antara *Self Efficacy* terhadap Kinerja, 4) terdapat pengaruh positif dan signifikan antara Kepemimpinan Transformasional terhadap Kinerja, 5) terdapat pengaruh positif dan signifikan antara *Organizational Citizenship Behavior* terhadap Kinerja, 6) Terdapat pengaruh antara *Self Efficacy* terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening, 7) Terdapat pengaruh antara Kepemimpinan Transformasional terhadap Kinerja melalui *Organizational Citizenship Behavior* sebagai variabel intervening.

Kata Kunci: Kepemimpinan Transformasional, Kinerja, *Self Efficacy*, *Organizational Citizenship Behavior*.

THE EFFECT OF SELF EFFICACY AND TRANSFORMATIONAL LEADERSHIP ON EMPLOYEE PERFORMANCE THROUGH ORGANIZATIONAL CITIZENSHIP BEHAVIOR AS AN INTERVENING VARIABLE IN DINAS PENDIDIKAN KOTA TANJUNG BALAI

ABSTRACT

DWI HARTINA
243304812028

This study aims to determine whether Self-Efficacy and Transformational Leadership influence Performance through Organizational Citizenship Behavior as an intervening variable in employees of the Tanjung Balai City Education Office. The study was conducted on permanent employees at the Tanjung Balai City Education Office. The population in this study was 82 people. Due to the small population, the sampling technique in this study was a saturated sample with a sample size of 82 people. The data collection technique used was primary data in the form of questionnaires and secondary data obtained through documentation studies. The data analysis technique used quantitative data processed with the SPSS version 25 program, namely the t-test, Sobel test and path analysis. The results of this study indicate: 1) a positive and significant effect between Self-Efficacy and Organizational Citizenship Behavior, 2) a positive and significant effect between Transformational Leadership and Organizational Citizenship Behavior, 3) a positive and significant effect between Self-Efficacy and Performance, 4) a positive and significant effect between Transformational Leadership and Performance, 5) a positive and significant effect between Organizational Citizenship Behavior and Performance, 6) a positive effect between Self-Efficacy and Performance through Organizational Citizenship Behavior as an intervening variable, and 7) a positive effect between Transformational Leadership and Performance through Organizational Citizenship Behavior as an intervening variable.

Keywords: Organizational Citizenship Behavior, Performance, Self-Efficacy, Transformational Leadership.