

ABSTRAK

Penelitian dengan judul pengaruh gaya kepemimpinan transformasional, kompensasi, dan *organizational citizenship behavior (ocb)* terhadap kinerja karyawan PTPN X Kebun Kertosari. Data yang digunakan dalam penelitian ini berupa data primer yang diperoleh melalui penyebaran kuesioner kepada karyawan tetap kantor PTPN X kebun kertosari. Adapun yang menjadi populasi dalam penelitian ini sebanyak 162 karyawan tetap dikantor PTPN X Kebun Kertosari dan peneliti mengambil sampel sebanyak 62 karyawan. Metode pengambilan sampel yang digunakan yaitu *random sampling* dimana sampel dipilih secara acak agar semua divisi dapat terwakili dan metode analisis yang digunakan adalah analisis regresi linear berganda. Hasil analisis regresi berganda menggunakan uji t menyatakan bahwa variabel gaya kepemimpinan transformasional dan kompensasi secara parsial berpengaruh secara signifikan sedangkan *organizational citizenship behavior (ocb)* secara parsial tidak berpengaruh secara signifikan terhadap kinerja karyawan PTPN X Kebun Kertosari. Secara simultan gaya kepemimpinan transformasional, kompensasi, dan *Organizational citizenship behavior (ocb)* berpengaruh terhadap kinerja karyawan PTPN X kebun Kertosari. Ini berarti penelitian pada PTPN X Kebun Kertosari secara simultan layak untuk dijadikan penelitian.

Kata kunci :kepemimpinan transformasional, kompensasi, *organizational citizenship behavior (ocb)*, kinerja karyawan

ABSTRACT

The research titled influence of transformational leadership style, compensation, and organizational citizenship behavior (ocb) on the performance of employees of PTPN X Kebun Kertosari. The data used in this study is primary data obtained through the distribution of questionnaires to employees permanent office PTPN X garden kertosari. As for the population in this study as many as 162 permanent employees in the office PTPN X Kebun Kertosari and researchers took a sample of 62 employees. Sampling method used is random sampling where the sample is randomly selected so that all divisions can be represented and the analysis method used is multiple linear regression analysis. The result of multiple regression analysis using t test indicates that the variables of transformational leadership style and compensation are partially significant and the organizational citizenship behavior (ocb) partially does not significantly influence the performance of PTPN X Kebun Kertosari employee. Simultaneously the transformational leadership style, compensation, and Organizational citizenship behavior (ocb) have an effect on the performance of PTPN X employee of Kertosari farm. This means that research on PTPN X Kebun Kertosari simultaneously deserves to be a research.

Keywords: *transformational leadership, compensation, organizational citizenship behavior (ocb), employee performance*