

ABSTRAK

Keberlangsungan hidup sebuah perusahaan atau instansi pemerintahan bergantung pada Kinerja Karyawan, terlebih sikap saling membantu pekerjaan lain seorang pegawai yang diluar tanggung jawab tugas pegawai (OCB). Budaya Organisasi dan Kepemimpinan Transformasional menjadi salah satu faktor yang berpengaruh pada (OCB) dan Kinerja Karyawan. Penelitian ini bertujuan untuk menguji dan menganalisis apakah ada pengaruh Kepemimpinan Transformasional dan Budaya Organisasi Terhadap *Organizational Citizenship Behavior* Serta Dampaknya melalui Kinerja Karyawan Badan Pertanahan Nasional Kota Cimahi secara simultan maupun parsial. Penelitian ini menggunakan metode penelitian kuantitatif yang digunakan adalah metode deksriptif dan verifikatif dengan jumlah sampel sebanyak 43 responden. Metode analisis data yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, analisis jalur (*path analysis*), analisis koefisien korelasi dan analisis koefisien determinasi dengan bantuan software IBM SPSS 25.0 for windows. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif signifikan secara simultan Kepemimpinan Transformasional dan Budaya Organisasi Terhadap *Organizational Citizenship Behavior* sebesar 68,4% Pada Badan Pertanahan Nasional Kota Cimahi. Secara parsial besarnya pengaruh Kepemimpinan Transformasional Terhadap *Organizational Citizenship Behavior* sebesar 34,3% Pada Badan Pertanahan Nasional Kota Cimahi dan pengaruh Budaya Organisasi Terhadap *Organizational Citizenship Behavior* sebesar 34,1% Pada Badan Pertanahan Nasional Kota Cimahi. Terdapat pengaruh *Organizational Citizenship Behavior* Terhadap Kinerja Karyawan sebesar 75,8% Pada Badan Pertanahan Nasional Kota Cimahi.

Kata Kunci : Kepemimpinan Transformasional, Budaya Organisasi, *Organizational Citizenship Behavior*, Kinerja Karyawan

ABSTRACT

The survival of a company or government agency depends on employee performance, especially the attitude of helping each other with other employees' work which is outside the employee's job responsibilities (OCB). Organizational Culture and Transformational Leadership are factors that influence (OCB) and Employee Performance. This research aims to test and analyze whether there is an influence of Transformational Leadership and Organizational Culture on Organizational Citizenship Behavior and its Impact through the Performance of the Cimahi City National Land Agency Employees simultaneously or partially. This research uses quantitative research methods used, namely descriptive and verification methods with a sample size of 43 respondents. The data analysis methods used are validity test, reliability test, normality test, path analysis, correlation coefficient analysis and determination coefficient analysis with the help of IBM SPSS 25.0 for Windows software. The results of the research show that there is a simultaneous significant positive influence of Transformational Leadership and Organizational Culture on Organizational Citizenship Behavior of 68.4% at the Cimahi City National Land Agency. Partially, the influence of Transformational Leadership on Organizational Citizenship Behavior is 34.3% at the Cimahi City National Land Agency and the influence of Organizational Culture on Organizational Citizenship Behavior is 34.1% at the Cimahi City National Land Agency. There is an influence of Organizational Citizenship Behavior on Employee Performance of 75.8% at the Cimahi City National Land Agency.

Keywords : *Transformational Leadership, Organizational Culture, Organizational Citizenship Behavior, Employee Performance*