

## **ABSTRAK**

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Penelitian ini dilakukan dengan tujuan untuk mengetahui dan menganalisis Transformasional Leadership dan Leader Member-Exchange terhadap Organizational Citizenship Behavior dengan Komitmen Afektif Sebagai Variabel Mediasi. Objek dalam penelitian ini yakni karyawan pada tiga BPRS di Yogyakarta, yang diantaranya PT. BPRS Margirizki Bahagia, PT. BPRS Madina Mandiri Sejahtera dan PT. Bangun Drajat Warga. Penelitian ini merupakan penelitian kuantitatif asosiatif. Pada penelitian ini, data dikumpulkan dengan menyebarkan kuesioner kepada 80 karyawan pada tiga BPRS di Yogyakarta. Metode yang digunakan untuk pengambilan sampel adalah sampling jenuh. Teknik analisis data yang digunakan adalah SmartPLS 3.0. Hasil dari penelitian ini menunjukkan bahwa: 1) Transformasional Leadership berpengaruh signifikan terhadap komitmen afektif 2) Leader Member-Exchange berpengaruh positif terhadap komitmen afektif 3) Komitmen afektif berpengaruh positif terhadap Organizational Citizenship Behavior 4) Transformasional Leadership berpengaruh positif terhadap Organizational Citizenship Behavior 5) Leader Member-Exchange tidak berpengaruh signifikan terhadap Organizational Citizenship Behavior 6) Komitmen afektif memediasi penuh Leader Member-Exchange dengan Organizational Citizenship Behavior, namun tidak memediasi Transformasional Leadership dengan Organizational Citizenship Behavior.

Kata kunci : Komitmen afektif, Transformasional Leadership, Leader Member-Exchange, Organizational Citizenship Behavior.

## **ABSTRACT**

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*This research was conducted aiming to find out and analyze Transformational Leadership and Leader Member-Exchange toward Organizational Citizenship Behavior with Affective Commitment as a Mediating Variable. The objects of the research were the employees of three BPRS in Yogyakarta among others are PT. BPRS Margirizki Bahagia, PT. BPRS Madina Mandiri Sejahtera, and PT. BangunDrajat Warga. This research was a quantitative associative research. In this research, the data was collected by distributing questionnaires to 80 employees in three BPRS in Yogyakarta. The method used for sample collection was saturation sampling. The data analysis technique used was SmartPLS 3.0. The results of the research show that: 1) Transformational Leadership has a significant influence toward affective commitment, 2) Leader Member-Exchange has a positive influence toward affective commitment, 3) Affective commitment has a positive influence toward Organizational Citizenship Behavior, 4) Transformational Leadership has a positive influence toward Organizational Citizenship Behavior, 5) Leader Member-Exchange does not have a significant influence toward Organizational Citizenship Behavior, and 6) Affective commitment completely mediates Leader Member-Exchange with Organizational Citizenship Behavior. However, it does not mediate Transformational Leadership with Organizational Citizenship Behavior.*

**Keywords:** *Affective commitment, Transformational Leadership, Leader Member-Exchange, Organizational Citizenship Behavior.*