

## ABSTRAK

**Yuliagrianti,2022.** Pengaruh Gaya Kepemimpinan Transformasional dan Transaksional Terhadap Kinerja Pegawai Melalui OCB Sebagai Variabel Mediasi Pada Dinas Perindustrian dan Perdagangan Kota Ternate.

**Pembimbing I : Fadhliah M Alhadar, dan Pembimbing II : Zulkifli.**

Penelitian ini bertujuan untuk menguji pengaruh : (1) Pengaruh gaya kepemimpinan transformasional terhadap kinerja pegawai ;(2) Pengaruh gaya kepemimpinan transaksional terhadap kinerja pegawai; (3) Pengaruh Gaya Kepemimpinan Transformasioan Terhadap Organizational Citizenship Behavior (OCB); (4) Pengaruh Gaya Kepemimpinan Transaksional Organizational Citizenship Behavior (OCB); (5) Pengaruh Organizational Citizenship Behavior (OCB)Terhadap Kinerja Pegawai; (6) Pengaruh gaya kepemimpinan transformasional terhadap kinerja pegawai melalui ocb sebagai variable mediasi pada dinas peindustrian dan perdagangan Kota Ternate; (7) Pengaruh gaya kepemimpinan transaksional terhadap kinerja pegawai melalui OCB sebagai variable mediasi pada dinas peindustrian dan perdagangan Kota Ternate.

Penelitian ini termasuk penelitian dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah pegawai pada Dinas Perindustrian dan Perdagangan Kota Ternate. Data dikumpulkan dengan menggunakan kuesioner online yaitu google form. Teknik analisis data menggunakan bantuan Software SPSS v 16.

Hasil penelitian menunjukkan bahwa: (1)Gaya kepemimpinan transformasional tidak berpengaruh signifikan terhadap kinerja pegawai pada dinas peindustrian dan Perdagangan di Kota Ternate; (2)Gaya kepemimpinan transaksional tidak berpengaruh signifikan terhadap kinerja pegawai pada dinas peindustrian dan Perdagangan di Kota Ternate; (3)Gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja pegawai yang dimediasi variable OCB pada dinas peindustrian dan perdagangan Kota Ternate; (4)Gaya kepemimpinan transformasional berpengaruh signifikan terhadap kinerja pegawai yang dimediasi variable OCB pada dinas perindustrian dan perdagangan Kota Ternate; (5)OCB berpengaruh signifikan terhadap kinerja pegawai pada dinas peindustrian dan Perdagangan di Kota Ternate; (6)Gaya kepemimpinan transformasional memiliki pengaruh yang tidak signifikan terhadap kinerja pegawai melalui OCB sebagai variable mediasi pada dinas peindustrian dan perdagangan kota ternate; (7) Gaya kepemimpinan transaksional memiliki pengaruh yang signifikan terhadap kinerja pegawai melalui OCB sebagai variable mediasi pada dinaspeindustrian dan perdagangan di Kota Ternate

**Kata Kunci:** Gaya Kepemimpinan Transformasional, Gaya Kepemimpinan Transaksional, OCB, dan Kinerja Pegawai

## **ABSTRACT**

Yuliagrianti, 2022. *The Effect of Transformational and Transactional Leadership Styles on Employee Performance Through OCB as a Mediation Variable at the Department of Industry and Trade of Ternate City.*

**Advisor I : Fadhliah M Alhadar, and Advisor II : Zulkifli.**

*This study aims to examine the effect of: (1) The effect of transformational leadership style on employee performance; (2) The effect of transactional leadership style on employee performance; (3) The Influence of Transformational Leadership Style on Organizational Citizenship Behaviour (OCB); (4) The Effect of Transactional Organizational Citizenship Behaviour (OCB) Leadership Style; (5) The Effect of Organizational Citizenship Behaviour (OCB) on Employee Performance; (6) The influence of transformational leadership style on employee performance through OKB as a mediating variable at the Industry and Trade Office of Ternate City; (7) The effect of transactional leadership style on employee performance through OCB as a mediating variable at the Department of Industry and Trade of Ternate City.*

*This research includes research with a quantitative approach. The population of this study was employees at the Department of Industry and Trade of the City of Ternate. Data was collected using an online questionnairegoogle form. The data analysis technique uses the help of SmartPLS v3.0 Software.*

*The results showed that: (1) The transformational leadership style had no significant effect on the performance of the employees of the Department of Industry and Trade in the City of Ternate; (2) transactional leadership style has no significant effect on employee performance at the Department of Industry and Trade in Ternate City; (3) The transformational leadership style has a significant effect on employee performance mediated by the OCB variable at the Industry and Trade Office of Ternate City; (4) The transformational leadership style has a significant effect on employee performance mediated by the OCB variable at the Industry and Trade Office of Ternate City; (5) OCB has a significant effect on the performance of employees in the Department of Industry and Trade in the City of Ternate; (6) Transformational leadership style has no significant effect on employee performance through OCB as a mediating variable at the Department of Industry and Trade of Ternate City; (7) Transactional leadership style has a significant influence on employee performance through OCB as a mediating variable at the Industry and Trade Office in Ternate City.*

*Keywords: Transformational Leadership Style, Transactional Leadership Style, OCB, and Employee Performance*