

INCREASING ORGANIZATIONAL CITIZENSHIP BEHAVIOR THROUGH TRANSFORMATIONAL LEADERSHIP STYLE AND ORGANIZATIONAL CLIMATE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE AT PT. JAPFA COMFEED INDO TBK UNIT HATCHERY PARUNGKUDA

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Abstract

Background - Organizational Citizenship Behavior (OCB) is behavior outside of duties determined by the company that has a positive impact on the company. The problems that exist at PT. Japfa is the absence of OCB characteristics of employees in the company, considering the large influence of transformational leadership style, organizational climate and job satisfaction on OCB, it is appropriate for companies to pay attention to this in running the company.

Purpose - This research aims to analyze the influence of transformational leadership, organizational climate, organizational citizenship behavior (OCB), through job satisfaction as an intervening variable in PT. Japfa Comfeed Indo Tbk Unit Hatchery Parungkuda

methodology - This type of quantitative research uses descriptive research design and verification using path analysis and Sobel test methods.

Findings - There are problems at PT. Japfa Comfeed Indo Tbk Parungkuda Hatchery Unit, namely that OCB attitudes were not found among employees in the company. The absence of OCB traits in employees is caused by poor leadership style, poor organizational climate in the company, and employee job satisfaction which is still not good.

Originality - Based on research conducted by the author, the results of this study show that transformational leadership has a direct positive and significant effect on job satisfaction, organizational climate has a direct positive and significant effect on job satisfaction, job satisfaction has a direct positive and significant effect on OCB, transformational leadership has a direct positive and significant effect on OCB through job satisfaction as an intervening variable, organizational climate has a direct positive and significant effect on OCB through job satisfaction as an intervening variable, Supported by research conducted by Djuraidi and Laily (2020), Algardy, et al (2020), Darmawan, et al (2023)

Keywords: Organizational Citizenship Behavior, Transformational Leadership, Organizational Climate, Job Satisfaction.
