

**THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND  
CYBERLOAFING ON EMPLOYEE ENGAGEMENT WITH  
ORGANIZATIONAL CITIZENSHIP BEHAVIOR AS A MEDIATION  
VARIABLE FOR STARTUP EMPLOYEES IN JAKARTA**

**by Muhamad Amar**

***Abstract***

*This research is classified as a quantitative study which aims to analyze the effect of transformational leadership and cyberloafing on employee engagement with organizational citizenship behavior as a mediating variable for startup employees in Jakarta. The sample in this study were startup employees in Jakarta. Non-Probability sampling is a technique in collecting samples with purposive sampling. The data in this study were obtained through questionnaires to 96 respondents. The analytical tool in this study uses SmartPLS. This study gives the results that (1) transformational leadership has a positive and significant effect on organizational citizenship behavior. (2) Cyberloafing has a positive and significant effect on organizational citizenship behavior. (3) organizational citizenship behavior influences employee engagement. (4) Transformational leadership influences employee engagement. (5) Cyberloafing has no effect on employee engagement.*

*Keyword: transformational leadership, organizational citizenship behavior, Cyberloafing, and employee engagement*

**PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN  
*CYBERLOAFING* TERHADAP *EMPLOYEE ENGAGEMENT*  
DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* SEBAGAI  
VARIABEL MEDIASI KARYAWAN *STARTUP* DI JAKARTA**

**oleh Muhamad Amar**

**abstrak**

Penelitian ini tergolong dalam penelitian kuantitatif yang bertujuan untuk melakukan analisis mengenai pengaruh *transformational leadership* dan *cyberloafing* terhadap *employee engagement* dengan *organizational citizenship behavior* sebagai variabel mediasi karyawan startup di Jakarta. Sampel dalam penelitian ini adalah karyawan *startup* di Jakarta. Non-Probability sampling menjadi teknik dalam pengumpulan sampel dengan jenis *Purposive* sampling. Data dalam penelitian ini diperoleh melalui kuesioner kepada 96 responden. Alat analisis pada penelitian ini menggunakan SmartPLS. Penelitian ini memberikan hasil bahwa (1) *transformational leadership* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. (2) *Cyberloafing* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*. (3) *organizational citizenship behavior* berpengaruh terhadap *employee engagement*. (4) *Transformational leadership* berpengaruh terhadap *employee engagement*. (5) *Cyberloafing* tidak berpengaruh terhadap *employee engagement*.

Kata kunci: *transformational leadership*, *organizational citizenship behavior*, *Cyberloafing*, dan *employee engagement*