

***THE INFLUENCE OF LEADERSHIP STYLE, WORKLOAD, AND JOB SATISFACTION ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) (CASE STUDY AT PT HAKKA INDONESIA )***

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***ABSTRACT***

*This research aims to determine: (1) the influence of Leadership style on Organizational Citizenship Behavior (OCB) of PT HAKKA INDONESIA employees, (2) the influence of Workload on Organizational Citizenship Behavior (OCB) of PT. Behavior (OCB) of PT.XYZ employees. The type of data used in this research is quantitative data. The sample data collection method used in this research is the simple random sampling method. The sample for this research is that the researcher used all employees of PT HAKKA INDONESIA as the sample, the sample that the researcher took was 55 employees. Hypothesis testing showed that Leadership style had a positive effect on Organizational Citizenship Behavior (OCB). Workload has a positive effect on Organizational Citizenship Behavior (OCB). And the variable Job Satisfaction has a positive effect on Organizational Citizenship Behavior (OCB).*

***Keywords: Leadership style, Workload, Job satisfaction, Organizational Citizenship Behavior (OCB)***

**PENGARUH *LEADERSHIP STYLE*, *WORKLOAD*, DAN KEPUASAN  
KERJA TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*  
(OCB) (STUDI KASUS PADA PT HAKKA INDONESIA )**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh *Leadership Style* terhadap *Organizational Citizenship Behavior* (OCB) karyawan PT HAKKA INDONESIA , (2) pengaruh *Workload* terhadap *Organizational Citizenship Behavior* (OCB) karyawan PT.XYZ, dan (3) pengaruh kepuasan kerja terhadap *Organizational Citizenship Behavior* (OCB) karyawan PT.XYZ. Jenis data yang digunakan pada penelitian ini adalah data kuantitatif. Metode pengambilan data sampel yang digunakan dalam penelitian ini adalah dengan metode simple random sampling. Sample dari penelitian ini yaitu peneliti menggunakan seluruh karyawan PT HAKKA INDONESIA sebagai sampelnya, sample yang peneliti ambil sebanyak 55 karyawan. Pengujian hipotesis mendapatkan hasil *Leadership Style* berpengaruh positif terhadap *Organizational Citizenship Behavior* (OCB). *Workload* berpengaruh positif terhadap *Organizational Citizenship Behavior* (OCB). Serta variable Kepuasan kerja berpengaruh positif terhadap *Organizational Citizenship Behavior* (OCB).

**Kata kunci:** *Leadership style*, *Workload*, Kepuasan Kerja, *Organizational Citizenship Behavior* (OCB)