

**EFFECT OF TRANSFORMATIONAL LEADERSHIP STYLE
TO ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND
COMMITMENT WITH JOB SATISFACTION
AS A ROLE MEDIATION**

**(Study on Employee PT. 3M (Mining, Manufacturing, Mineshota)
Indonesia Department of Supply Chain Operation)**

Lismiatun

Abstract

Changes in organizational environment tends to become more complex and competitive, forcing companies to be more responsive for its survival and growth. Strong leadership becomes the norm prerequisite for any high-performance team, especially in a dynamic situation. Only limited deviation are tolerable for weak behaviors of employees in the new environment where everything flows so fast and continuing changes becomes the name of the game. The impact of job satisfaction should be monitored by relating outputs produced with the resources consumed to meet commitments and continuing improvements. The purpose of this study was to determine the effect of transformational leadership style of the behavior of organizational citizenship and organizational commitment with job satisfaction as mediating variable for employees of PT. 3M (Mining, Industry, Mineshota) Indonesia in the Supply Chain Operations Division. Respondents of the study selected, were 106 participants. Random sampling was applied and questionnaires were distributed and recollected. SPSS 21 Software packet for Windows was utilized, to determine the influence of independent variables on the dependent one using multiple linear regression. The results of this study indicated that the perceived magnitude of transformational leadership and job satisfaction were either partially or jointly influenced OCB and organizational commitment and were significantly positive. Transformational leadership however, did not have a direct effect on job satisfaction in the employee payroll systems. Promotion opportunities and promotions acts and the level of commitment of the organization occurs because of high emotional bond of the employees. The implications of the above conclusion, namely PT. 3M (Mining, Industry, Mineshota) Indonesia in Division Supply Chain Operations can do more assertive and provide care and support to employees. This should be acted simultaneously as a result of these factors to increase job satisfaction and reduce the desire of employees to leave the organization.

Keywords: Transformational leadership, organizational citizenship behavior, organizational commitment, job satisfaction.