

## INTISARI

*Servant Leadership* yang dirasakan oleh karyawan Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kabupaten Sumenep ini mempengaruhi meningkatnya *Organizational Citizenship Behavior* pada karyawan. Saat hubungan karyawan dan atasan terjalin baik, dan kebutuhan karyawan terpenuhi maka karyawan akan bersedia bekerja melebihi tugasnya dan menumbuhkan sikap *Organizational Citizenship Behavior* di tempat kerja. OCB merupakan feedback dari karyawan terhadap apa yang dilakukan oleh atasan. Semakin positif hubungan antara atasan dengan karyawan maka semakin positif pula perilaku karyawan di tempat kerjanya. Penelitian ini menggunakan penelitian kuantitatif. Berdasarkan hasil penelitian yang dilakukan pada Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kabupaten Sumenep dengan variabel *Servant Leadership* (X), dan *Organizational Citizenship Behavior* (Y). Penelitian ini bertujuan untuk mengetahui pengaruh *Servant Leadership* terhadap *Organizational Citizenship Behavior* pada Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kabupaten Sumenep. Hasil penelitian ini menunjukkan *Servant Leadership* berpengaruh signifikan terhadap *Organizational Citizenship Behavior* dengan pengaruh sebesar 94,2%, dan 6,8% dipengaruhi oleh variabel lain. Hasilnya yaitu terdapat pengaruh variabel independen *Servant Leadership* terhadap variabel *Organizational Citizenship Behavior*.

**Kata Kunci :** *Servant Leadership, Organizational Citizenship Behavior*

## **ABSTRACT**

*Servant Leadership felt by employees of the Sumenep Regency Personnel and Human Resource Development Agency has influenced the increase in Organizational Citizenship Behavior of employees. When the relationship between employees and superiors is good, and employees' needs are met, employees will be willing to work beyond their work and foster an attitude of Organizational Citizenship Behavior in the workplace. OCB is feedback from employees on what is done by superiors. The more positive the relationship between superiors and employees, the more positive the behavior of employees at work. This study uses quantitative research. Based on the results of research conducted at the Sumenep with Servant Leadership (X) and Organizational Citizenship Behavior (Y) variables. This study aims to determine the effect of Servant Leadership on Organizational Citizenship Behavior at the Staffing and Human Resource Development Agency in Sumenep Regency. The results of this study indicate that Servant Leadership has a significant effect on Organizational Citizenship Behavior with an effect of 94.2%, and 6,8% is influenced by other variables. The result is that, there is an influence of the independent variable Servant Leadership on the Organizational Citizenship Behavior variable.*

**Keywords : Servant Leadership, Organizational Citizenship Behavior**

