

**HUBUNGAN ANTARA KOMITMEN ORGANISASI DAN PERSEPSI  
TERHADAP KEPEMIMPINAN TRANSFORMASIONAL DENGAN  
*ORGANIZATIONAL CITIZENSHIP BEHAVIORAL (OCB)* PADA  
PEGAWAI BALAI LATIHAN KERJA DAN PENGEMBANGAN  
PRODUKTIVITAS DAERAH ISTIMEWA YOGYAKARTA**

Eka Puspita Sari, Alimatus Sahrah

Fakultas Psikologi Universitas Mercu Buana Yogyakarta

[ekapuspitasari194@gmail.com](mailto:ekapuspitasari194@gmail.com)

**Abstrak**

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dan persepsi terhadap kepemimpinan transformasional eksternal dengan *organizational citizenship behavioral (ocb)* pada pegawai Balai latihan Kerja dan Pengembangan Produktivitas (BLKPP) Daerah Istimewa Yogyakarta. Hipotesis yang diajukan adalah ada hubungan positif antara komitmen organisasi dengan *organizational citizenship behavioral (ocb)* dan ada hubungan positif antara persepsi terhadap kepemimpinan transformasional dengan *organizational citizenship behavioral (ocb)*. Penelitian ini dilakukan terhadap 50 orang pegawai Balai latihan Kerja dan Pengembangan Produktivitas (BLKPP) Daerah Kota Yogyakarta. Metode pengumpulan data menggunakan skala komitmen organisasi, skala persepsi terhadap kepemimpinan transformasional, dan skala *organizational citizenship behavioral (ocb)*. Teknik analisis data yang digunakan adalah korelasi *Product Moment* dari Karl Pearson dan teknik regresi. Hasil analisis data diperoleh koefisien ( $r$ ) sebesar 0,791 dengan signifikansi sebesar 0,000 ( $p < 0,050$ ), Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara komitmen organisasi dan persepsi terhadap kepemimpinan transformasional dengan *organizational citizenship behavioral (ocb)*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) sebesar 62,6% yang artinya bahwa variabel komitmen organisasi dan persepsi terhadap kepemimpinan transformasional bersama-sama memberikan kontribusi terhadap *organizational citizenship behavioral (ocb)* sebesar 62,6% dan sisanya sebesar 37,4% dipengaruhi oleh faktor lain yaitu kepuasan kerja, motivasi kerja, budaya organisasi, kepribadian dan sebagainya.

**Kata kunci** : Komitmen Organisasi, Persepsi Terhadap Kepemimpinan transformasional, *Organizational Citizenship Behavioral (OCB)*, dan Pegawai.

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT  
AND PERCEPTIONS TO LEADERSHIP WITH TRANSFORMATIONAL  
ORGANIZATIONAL CITIZENSHIP BEHAVIORAL (OCB) ON  
EMPLOYEES WORK AND EXERCISE HALLS DEVELOPMENT  
PRODUCTIVITY SPECIAL REGION OF YOGYAKARTA**

Eka Puspita Sari, Alimatus Sahrah

Fakultas Psikologi Universitas Mercu Buana Yogyakarta

[ekapuspitasaki194@gmail.com](mailto:ekapuspitasaki194@gmail.com)

**Abstrak**

This research aims to know the relationship between the organizational commitment to leadership and the perception of external transformasioanl with *organizational citizenship behavioral (ocb)* on employees and Work exercise Hall The Development Of Productivity (BLKPP) Special Region of Yogyakarta. The hypothesis put forward is there a positive relationship between organizational commitment with *organizational citizenship behavioral (ocb)* the positive relationship between tone da perception towards transformational leadership with *organizational citizenship behavioral (ocb)*. This research was conducted against 50 employees Work exercise Hall and the development of productivity (BLKPP) Special Region of Yogyakarta. Data collection method using organizational commitment scale, a scale of perceptions of transformational leadership, and against a scale of *organizational citizenship behavioral (ocb)*. Data analysis technique used is the *Product Moment* correlation of Karl Pearson and regression techniques. The results of the analysis of the data obtained coefficient (r) of 0.791 with significance of 0.000 ( $p < 0.050$ ), the Results showed that there was a significant positive relationship between organizational commitment and perceptions to leadership with transformational *organizational citizenship behavioral (ocb)*. He received the hypothesis in this study demonstrate the determination oefficient (R<sup>2</sup>) of 62.6% which means that the variables of organizational commitment and the perceptions of transformational leadership against together provide contribution to the *organizational citizenship behavioral (ocb)* amounted to 62.6% and the rest of 37.4% are influenced by other factors i.e. job satisfaction, work motivation, organizational culture, personality and so on.

**Keywords** : Organizational commitment, the perception of Transformational Leadership, *Organizational Citizenship Behavioral (OCB)*, and employees.