

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Authentic Leadership* dan *Core Self-Evaluation* terhadap *Organizational Citizenship Behavior* dengan *Psychological Empowerment* sebagai variabel intervening di Dinas Perdagangan, Ketenagakerjaan, Koperasi Dan UKM Kabupaten Karanganyar yang berlokasi Karanganyar. Sampel dalam penelitian ini sebanyak 100 responden, teknik pengambilan sampling yang digunakan dalam penelitian ini adalah *Purposive Sampling non random sampling* dengan kriteria sampel yang ditetapkan yaitu pegawai yang berstatus sebagai Pegawai Negeri Sipil (PNS) dan mempunyai pangkat dan golongan. Pengumpulan data dilakukan dengan penyebaran kuesioner. Teknik analisis data yang digunakan adalah Analisis Regresi Linear Berganda dengan menggunakan Analisis Jalur (*Path Analysis*) untuk menguji pengaruh tidak langsung. Hasil pengujian mendapatkan bahwa pengaruh *Authentic Leadership* berpengaruh positif dan signifikan terhadap *Psychological Empowerment*, *Core Self-Evaluation* berpengaruh positif dan signifikan terhadap *Psychological Empowerment*, *Psychological Empowerment* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, *Authentic Leadership* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, *Core Self-Evaluation* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*.

Kata Kunci : *Authentic Leadership, Core Self-Evaluation, Organizational Citizenship Behavior, Psychological Empowerment*

ABSTRACT

The purpose of this study was to determine the effect of Authentic Leadership and Core Self-Evaluation on Organizational Citizenship Behavior with Psychological Empowerment as an intervening variable in the Dinas Perdagangan, Ketenagakerjaan, Koperasi Dan UKM in Kabupaten Karanganyar, located in Karanganyar. The sample in this study was 100 respondents, the sampling technique used in this study was purposive sampling non-random sampling with established sample criteria , namely employees who are civil servants (PNS) and have ranks and classes. Data collection is done by distributing questionnaires. The data analysis technique used is Multiple Linear Regression Analysis using Path Analysis to test the indirect effect. The test results get that the effect of Authentic Leadership has a positive and significant effect on Psychological Empowerment, the use of Core Self-Evaluation has a positive and significant effect on Psychological Empowerment, Psychological Empowerment has a positive and significant effect on Organizational Citizenship Behavior, Authentic Leadership has a positive and significant effect on Organizational Citizenship Behavior, Core Self-Evaluation has a positive and significant effect on Organizational Citizenship Behavior.

Keywords : *Authentic Leadership, Core Self-Evaluation, Organizational Citizenship Behavior, Psychological Empowerment*