

## ABSTRAK

Tujuan penelitian ini adalah: (1) menguji dan menganalisis pengaruh *organization citizenship behavior* terhadap kepuasan kerja di PT. Nasmoco Kaligawe Semarang divisi *Body Paint*, (2) menguji dan menganalisis pengaruh gaya kepemimpinan terhadap kepuasan kerja di PT. Nasmoco Kaligawe Semarang divisi *Body Paint*, (3) menguji dan menganalisis pengaruh kepuasan kerja terhadap kinerja karyawan di PT. Nasmoco Kaligawe Semarang divisi *Body Paint*, (4) menguji dan menganalisis pengaruh *organization citizenship behavior* terhadap kinerja karyawan di PT. Nasmoco Kaligawe Semarang divisi *Body Paint*, dan (5) menguji dan menganalisis gaya kepemimpinan terhadap kinerja karyawan di PT. Nasmoco Kaligawe Semarang divisi *Body Paint*. Penelitian ini merupakan penelitian *explanatory research* untuk mengetahui pengaruh *organization citizenship behavior* dan gaya kepemimpinan terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening. Penelitian dilakukan di PT Nasmoco Kaligawe Semarang bulan ..... hingga ..... 2020. Sampel penelitian yaitu seluruh karyawan divisi *Body Paint* PT Nasmoco Kaligawe Semarang sebanyak 54 karyawan. Data dikumpulkan dengan angket kuesioner dan dianalisis secara deskriptif. Hasil penelitian menunjukkan bahwa: (1) *organization citizenship behavior* mampu membuat karyawan merasa puas dalam bekerja, (2) gaya kepemimpinan mampu memberikan dampak yang baik dalam meningkatnya kepuasan kerja, (3) kepuasan kerja dapat memberikan pengaruh yang baik dalam meningkatkan kinerja karyawan, (4) *organization citizenship behavior* mampu memberikan dampak yang baik terhadap kinerja karyawan, (5) gaya kepemimpinan mampu memberikan dampak yang baik dalam meningkatkan kinerja karyawan.

Kata kunci: *organization citizenship behavior*, gaya kepemimpinan, kepuasan kerja, kinerja karyawan

## **ABSTRACT**

*The purpose of this research is: (1) to examine and analyze the effect of organization citizenship behavior on job satisfaction at PT. Nasmoco Kaligawe Semarang Body Paint division, (2) examine and analyze the effect of leadership style on job satisfaction at PT. Nasmoco Kaligawe Semarang Body Paint division, (3) examine and analyze the effect of job satisfaction on employee performance at PT. Nasmoco Kaligawe Semarang Body Paint division, (4) examine and analyze the effect of organization citizenship behavior on employee performance at PT. Nasmoco Kaligawe Semarang Body Paint division, and (5) examine and analyze the leadership style on employee performance at PT. Nasmoco Kaligawe Semarang Body Paint division. This research is explanatory research to know the effect of organization citizenship behavior and leadership style on employee performance as the intervening variable. This research is conducted in the PT Nasmoco Kaligawe Semarang for ..... until ..... 2020. The research samples are all employees of the Body Paint division of PT Nasmoco Kaligawe Semarang as many as 54 employees. The data is obtained by questionnaire and analyzed descriptively. The results of the research show that: (1) organization citizenship behavior can make employees feel satisfied at work, (2) leadership style can have a good impact on increasing job satisfaction, (3) job satisfaction can have a good influence on improving employee performance, (4) organization citizenship behavior able to have a good impact on employee performance, (5) leadership style is able to give a good impact in improving employee performance.*

*Keywords: organization citizenship behavior, leadership style, job satisfaction, employee performance*