

## **Abstrak**

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh variabel Transpormasional Leadership (TFL), Trust , Organizational Citizenship Behavior (OCB), dan Organizational Commitment (OC). Data yang digunakan dalam penelitian skripsi ini adalah data primer berupa penyebaran kuesioner sebanyak 125 responden karyawan pada PDAM Purwatirta Dharma Kab.Grobogan. Teknik pengambilan sampel dalam penelitian ini adalah menggunakan purposive sampling. Pengujian penelitian ini menggunakan analisis regresi linier berganda dan untuk menguji pengaruh variabel intervening digunakan uji sobel test. Hasil penelitian ini menunjukkan bahwa 1) Transpormasional Leadership berpengaruh terhadap Organizational Commitment (OC). 2) Trust berpengaruh terhadap Organizational Commitment (OC) . 3) Transpormasional Leadership berpengaruh terhadap OCB. 4) Trust berpengaruh terhadap OCB. 5) Organizational Commitment (OC) berpengaruh terhadap OCB.

Kata kunci : Transpormasional Leadership (TFL), Trust , Organizational Citizenship Behavior (OCB), dan Organizational Commitment (OC).

## **Abstract**

The purpose of this study was to determine the effect of the variables Transformational Leadership (TFL), Trust, Organizational Citizenship Behavior (OCB), and Organizational Commitment (OC). The data used in this thesis research is primary data in the form of distributing questionnaires as many as 125 employee respondents at PDAM Purwatirta Dharma Kab.Grobogan. The sampling technique in this study was using purposive sampling. The test of this study used multiple linear regression analysis and to test the effect of the intervening variable, the Sobel test was used. The results of this study indicate that 1) Transformational Leadership has an effect on Organizational Commitment (OC). 2) Trust has an effect on Organizational Commitment (OC). 3) Transformational Leadership has an effect on OCB. 4) Trust has an effect on OCB. 5) Organizational Commitment (OC) has an effect on OCB.

Keywords: Transformational Leadership (TFL), Trust, Organizational Citizenship Behavior (OCB), and Organizational Commitment (OC).

