

**PENGARUH SERVANT LEADERSHIP TERHADAP ORGANIZATIONAL
CITIZENSHIP BEHAVIOR (OCB) PEGAWAI PADA DINAS PEMBERDAYAAN
PEREMPUAN, PERLINDUNGAN ANAK, PENGENDALIAN PENDUDUK DAN
KELUARGA BERENCANA KABUPATEN KOTABARU**

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Abstrak: Adapun tujuan pada penelitian ini untuk mengetahui dan juga menganalisa pengaruh Servant Leadership terhadap Organizational Citizenship Behavior (OCB) Di Dinas Pemberdayaan Perempuan, Perlindungan Anak, Pengendalian Penduduk dan Keluarga Berencana Kabupaten Kotabaru. Penelitian ini menggunakan metode analisa data kuantitatif, Jenis penelitian ini termasuk dalam jenis penelitian yang bersifat eksplanasi ilmu dapat digolongkan pada jenis penelitian kausalitas yaitu penelitian yang ingin mencari penjelasan dalam bentuk hubungan sebab akibat (*cause- effect*) antar beberapa konsep atau beberapa variable atau beberapa strategi yang dikembangkan dalam manajemen dan diarahkan untuk menggambarkan adanya sebab akibat antara beberapa situasi yang digambarkan dalam variable, dan atas dasar itu ditariklah sebuah kesimpulan. Hasil penelitian diperoleh Servant Leadership didapatkan nilai sig. 0.000 lebih kecil dari 0,05, yang artinya variabel Servant Leadership berpengaruh signifikan terhadap variabel terikat Organizational Citizenship Behavior. Servant Leadership memiliki dampak pada banyak hal pada aspek pekerjaan, seperti kinerja karyawan, komitmen pekerjaan termasuk juga tingkat kepuasan kerja pada karyawan. Servant Leadership yang tinggi dapat membuat karyawan untuk berusaha maksimal melaksanakan tugasnya pada pekerjaan, karyawan akan berusaha untuk mencapai tujuan baik tujuan pribadinya maupun tujuan organisasi tempatnya bekerja

Kata Kunci: Servant Leadership, Organizational Citizenship Behavior

Abstract: The purpose of this research is to find out and also to analyze the influence of Servant Leadership on Organizational Citizenship Behavior (OCB) in the Office of Women's Empowerment, Child Protection, Population Control and Family Planning in Kotabaru District. This research uses quantitative data analysis methods. This type of research is included in the type of research that is explanatory in nature. developed in management and directed to describe the existence of causation between several situations described in the variable, and on that basis a conclusion is drawn. The research results obtained Servant Leadership obtained sig. 0.000 is less than 0.05, which means that the Servant Leadership variable has a significant effect on the Organizational Citizenship Behavior dependent variable. Servant Leadership has an impact on many aspects of work, such as employee performance, work commitment as well as the level of job satisfaction among employees. High Servant Leadership can make employees try their best to carry out their duties at work, employees will try to achieve both their personal goals and the goals of the organization where they work

Keywords: Servant Leadership, Organizational Citizenship Behavior

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