ABSTRAK

Ernawati, 2026. Pengaruh *Transformational Leadership*, *Organizational Commitment*, Dan *Trust In Organization* Terhadap *Organizational Citizenship Behavior* (OCB) Pada Karyawan Rumah Pt. Pabrik Gula Pagotan Madiun, Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing I : Dr. Apriyanti S.E., M.M. Pembimbing II : Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini untuk memberikan sebuah bukti empiris mengenai Pengaruh *Transformational Leadership*, *Organizational Commitment*, Dan *Trust In Organization* Terhadap *Organizational Citizenship Behavior* (OCB) Pada Karyawan Rumah Pt. Pabrik Gula Pagotan Madiun. Jenis penelitian ini yaitu penelitian deskriptif dengan pendekatan kuantitatif. Sampel dalam penelitian ini berjumlah 221 responden. Metode pengambilan sampel yaitu menggunakan metode *non probability sampling*. Pengumpulan data dalam penelitian ini menggunakan kuesioner dengan penyebaran melalui *google form*. Teknik analisis data pada penelitian ini menggunakan alat uji berupa software SmartSPSS 25. Hasil penelitian membuktikan bahwa *Transformational Leadership* (X1) memiliki pengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) (Y) Pada Karyawan Rumah Pt. Pabrik Gula Pagotan Madiun, *Organizational Commitment* (X2) memiliki kesimpulan bahwa pengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) (Y) Pada Karyawan Rumah Pt. Pabrik Gula Pagotan Madiun, *Trust In Organization* (X3) memiliki pengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) (Y) Pada Karyawan Rumah Pt. Pabrik Gula Pagotan Madiun, serta *Transformational Leadership* (X1)*, Organizational Commitment* (X2), dan *Trust in Organization* (X3) secara simultan berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) (Y) pada karyawan PT. Pabrik Gula Pagotan Madiun.

Kata Kunci: *Transformational Leadership*, *Organizational Commitment*, Dan *Trust In Organization* Terhadap *Organizational Citizenship Behavior* (OCB)

ABSTRACT

Ernawati, 2026. The Effect of Transformational Leadership, Organizational Commitment, and Trust in the Organization on Organizational Citizenship Behavior (OCB) of Rumah Employees at PT. Pabrik Gula Pagotan Madiun, Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor I: Dr. Apriyanti S.E., M.M. Supervisor II: Robby Sandhi Dessyarti, S.E., M.M.

This study aims to provide empirical evidence regarding the effect of transformational leadership, job satisfaction, and trust in the organization on Organizational Citizenship Behavior (OCB) of Rumah Employees at PT. Pabrik Gula Pagotan Madiun. This research is descriptive with a quantitative approach. The sample in this study consisted of 221 respondents. The sampling method used was non-probability sampling. Data collection in this study used a questionnaire distributed through Google Forms. The data analysis technique in this study used SmartSPSS 25 software as a testing tool. The results of the study proved that Transformational Leadership (X1) had a positive and significant influence on Organizational Citizenship Behavior (OCB) (Y) among employees at PT. Pabrik Gula Pagotan Madiun. Organizational Commitment (X2) had a positive and significant influence on Organizational Citizenship Behavior (OCB) (Y) among employees at PT. Pabrik Gula Pagotan Madiun. Trust in the Organization (X3) had a positive and significant influence on Organizational Citizenship Behavior (OCB) (Y) among employees at PT. Pabrik Gula Pagotan Madiun. Transformational Leadership (X1), Organizational Commitment (X2), and Trust in the Organization (X3) simultaneously had a positive and significant influence on Organizational Citizenship Behavior (OCB) (Y) among employees at PT. Pabrik Gula Pagotan Madiun.

Keywords: *Transformational Leadership, Organizational Commitment, and Trust in the Organization on Organizational Citizenship Behavior (OCB)*