

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, KEPUASAN KERJA, PELATIHAN, DAN PENGEMBANGAN SUMBER DAYA MANUSIA TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*

Hendra Sahputra

Sekretariat Badan Pendidikan dan Pelatihan Keuangan, Jalan Purnawarman Nomor 99, Kebayoran Baru, Jakarta Selatan 12110

hendrasahputra85@gmail.com

Abstract

This research aims to empirically examine the effect of transformational leadership, job satisfaction, human resource training, and human resource development on organizational citizenship behavior at Secretariat Finance Education and Training Agency. Samples will be taken for all staff on the Secretariat of Finance Education and Training Agency. Sampling technique used was probability sampling. This study is analyzed by using multiple linear regression. Results of hypothesis testing in this study indicate that job satisfaction and human resource training have positive impact of organizational citizenship behavior. Meanwhile, the influence of transformational leadership and human resource development on organizational citizenship behavior is not significant.

Keywords: *Organizational Citizenship Behavior, Transformastional Leadership, Job Satisfaction, Human Resource Training, Human Resource Developpent.*