

ABSTRACT

This study aims to analyze the effect of transformational leadership style on organizational citizenship behavior with psychological empowerment as a mediating variable. This study consists of one independent variable, one dependent variable, and one mediating variable. The independent variable in this study is transformational leadership. The dependent variable in this study is organizational citizenship behavior. The mediating variable in this study is psychological empowerment.

The population in this study were all employees of BPK Perwakilan Provinsi Jawa Tengah. Sampling was done using purposive sampling method which amounted to 70 respondents. The data collection technique was carried out by distributing questionnaires in the form of google forms. The data analysis technique in this study uses SEM (Structural Equation Modeling) analysis operated through the SmartPLS 4.0.9.2 program.

The results of this study indicate that transformational leadership has a positive and significant effect on organizational citizenship behavior. Meanwhile, psychological empowerment cannot mediate the effect of transformational leadership on organizational citizenship behavior.

Keywords: Transformational Leadership, Organizational Citizenship Behavior, Psychological Empowerment