

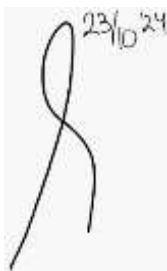
**PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN  
DUKUNGAN ORGANISASI TERHADAP PERILAKU INOVATIF  
DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)  
SEBAGAI VARIABEL MEDIASI**

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**Abstrak**

Penelitian ini bertujuan untuk menguji pengaruh gaya kepemimpinan transformasional dan dukungan organisasi terhadap perilaku inovatif dengan *Organizational Citizenship Behavior* (OCB) sebagai variabel mediasi. Objek dalam penelitian ini yaitu karyawan tetap generasi milenial di Yogyakarta dengan metode pengambilan *sampel purposive sampling* dan didapat sampel sebanyak 126 responden. Metode pengumpulan data dalam penelitian ini menggunakan kuesioner. Metode analisis data dalam penelitian ini menggunakan analisis regresi linier berganda. Pengujian hipotesis dalam penelitian ini menggunakan Uji t dan Uji Sobel. Hasil dari penelitian ini menunjukkan bahwa gaya kepemimpinan transformasional dan dukungan organisasi berpengaruh terhadap *Organizational Citizenship Behavior* (OCB), gaya kepemimpinan transformasional dan *Organizational Citizenship Behavior* (OCB) berpengaruh terhadap perilaku inovatif, sedangkan dukungan organisasi tidak berpengaruh terhadap perilaku inovatif, gaya kepemimpinan transformasional berpengaruh terhadap perilaku inovatif melalui *Organizational Citizenship Behavior* (OCB), sedangkan dukungan organisasi tidak berpengaruh terhadap perilaku inovatif melalui *Organizational Citizenship Behavior* (OCB).

**Kata Kunci:** *Gaya Kepemimpinan Transformasional, Dukungan Organisasi, Organizational Citizenship Behavior (OCB), Perilaku Inovatif*



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***THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE  
AND ORGANIZATIONAL SUPPORT ON INNOVATIVE BEHAVIOR  
WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AS A  
MEDIATION VARIABLE***

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***Abstract***

*This research aims to examine the influence of transformational leadership styles and organizational support on innovative behavior using organizational citizenship behavior (OCB) as a mediating variable. The object of this research was permanent employees of the millennial generation in Yogyakarta using the recruitment method of purposive sampling, and a sample of 126 respondents was obtained. The data collection method used in this research was a questionnaire. The data analysis method used in this research was multiple linear regression analysis. Hypothesis testing in this research used the t-test and Sobel test. The results of this research show that transformational leadership style and organizational support have an influence on organizational citizenship behavior (OCB). Transformational leadership style and Organizational Citizenship Behavior (OCB) influence innovative behavior; whereas organizational support has no influence on innovative behavior. Transformational leadership style influences innovative behavior through organizational citizenship behavior (OCB), whereas organizational support has no effect on innovative behavior through Organizational Citizenship Behavior (OCB).*

***Keywords:*** *Transformational Leadership Style, Organizational Support, Organizational Citizenship Behavior (OCB), Innovative Behavior*