

ABSTRAK

HUBUNGAN ANTARA KEPEMIMPINAN TRANSAKSIONAL DAN TRANSFORMASIONAL, BUDAYA KLAN, KOMITMEN AFEKTIF DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA GENERASI MILENIUM

Penelitian ini bertujuan untuk mengetahui hubungan secara signifikan pada Kepemimpinan Transaksional dan Transformasional, Budaya Klan, Komitmen Afektif dan *Organizational Citizenship Behavior* pada Generasi Milenium. Penelitian ini menggunakan metode kuantitatif dengan mengolah data primer menjadi fenomena mengenai masalah tersebut. Teknik pengumpulan data menggunakan wawancara dan penyebaran kuesioner kepada responden. Metode analisis data menggunakan *SEM (Structural Equation Modeling)* dengan program LISREL 8.8. Responden penelitian ini sebanyak 180 responden yang berusia 18-37 tahun dimana masuk ke kalangan/generasi milenium. Hasil penelitian menunjukkan bahwa Kepemimpinan Transaksional mempunyai hubungan dengan Budaya Klan sebesar 31%. Kepemimpinan Transformasional mempunyai hubungan dengan Budaya Klan sebesar 41%. Budaya Klan mempunyai hubungan dengan Komitmen Afektif sebesar 39%. Dan Komitmen Afektif mempunyai hubungan dengan *Organizational Citizenship Behavior* sebesar 61%. Jadi dapat ditarik kesimpulan bahwa antara variabel-variabel Kepemimpinan Transaksional dan Transformasional, Budaya Klan, Komitmen Afektif dan *Organizational Citizenship Behavior* pada Generasi Milenium mempunyai hubungan yang signifikan.

Kata kunci: Kepemimpinan Transaksional, Kepemimpinan Transformasional, Budaya Klan, Komitmen Afektif, *Organizational Citizenship Behavior*, Generasi Milenium, Millennials

ABSTRACT

RELATIONSHIP BETWEEN TRANSACTIONAL AND TRANSFORMATIONAL LEADERSHIP, CLAN CULTURE, AFFECTIVE COMMITMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN THE MILLENNIALS GENERATION

This research aims to determine the significant relationship on Transactional and Transformational Leadership, Clan Culture, Affective Commitment and Organizational Citizenship Behavior in the Millennium Generation. This research uses quantitative methods by processing primary data into phenomena regarding the problem. Data collection techniques using interviews and questionnaires to the respondents. Data analysis method uses SEM (Structural Equation Modeling) with the LISREL 8.8 program. Respondents in this study were 180 respondents aged 18-37 years who entered into the millennial generation. The results showed that Transactional Leadership had a significant relationship with Clan Culture by 31%. Transformational leadership had a significant relationship with Clan Culture by 41%. Clan culture had a significant relationship with Affective Commitments of 39%. And Affective Commitment had a significant relationship with Organizational Citizenship Behavior by 61%. So it can be concluded that between the variables of Transactional and Transformational Leadership Relationship, Clan Culture, Affective Commitment and Organizational Citizenship Behavior in the Millennium Generation have a significant relationship

Keywords: Transactional Leadership, Transformational Leadership, Clan Culture, Affective Commitment, Organizational Citizenship Behavior, Millennials Generation, Millennials