

Paper-SH- 010: The Effect of Charismatic Leadership and Job Satisfaction to Organizational Citizenship Behavior Moderated by Job Duration

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ABSTRACT

The aim of the research is to investigate the effect of organizational citizenship behavior relation to the charismatic leadership and job satisfaction that has been moderated by job duration. This research was done at the campus Politeknik Negeri Batam. The samples number determined in this research are 160 respondents and used sampling purposive method. As independent variables are charismatic leadership and job satisfaction, and its variable moderating is job duration, while its dependent variable is organizational citizenship behavior. The analysis used include validity test, reliability test, classical assumptions test and test hypotheses. The results of the analysis showed that job satisfaction variables are positively influenced to organizational citizenship behavior, whereas no effect of charismatic leadership variables on organizational citizenship behavior, meanwhile job duration variable did not succeed to moderate charismatic leadership and job satisfaction to organizational citizenship behavior. The result of the analysis could be know that 35 percent variation of organizational citizenship behavior could be explained by independent variable and moderating variable that has been examined in this research and 75 percent by the other factors.

Keywords: charismatic leadership, job satisfaction, organizational citizenship behavior, moderated variable, job duration