

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE AND ORGANIZATIONAL CULTURE TO ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND EMPLOYEES' PERFORMANCE IN MOTHERS AND CHILDREN HOSPITALS IN EAST JAVA

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Juli s.d. Desember 2019

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2	Influence of transformational leadership style and organizational culture to organizational citizen behavior and employee performance in mother and children hospitals in East Java	2019-11-12	Artikel	0.6	40	24	pertama

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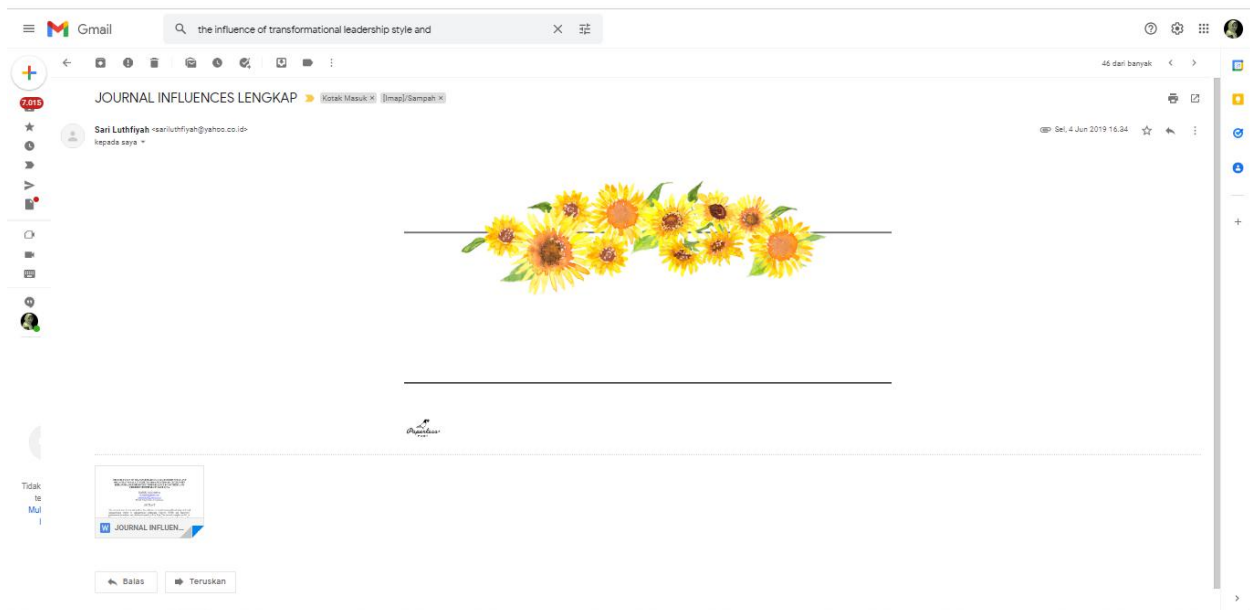
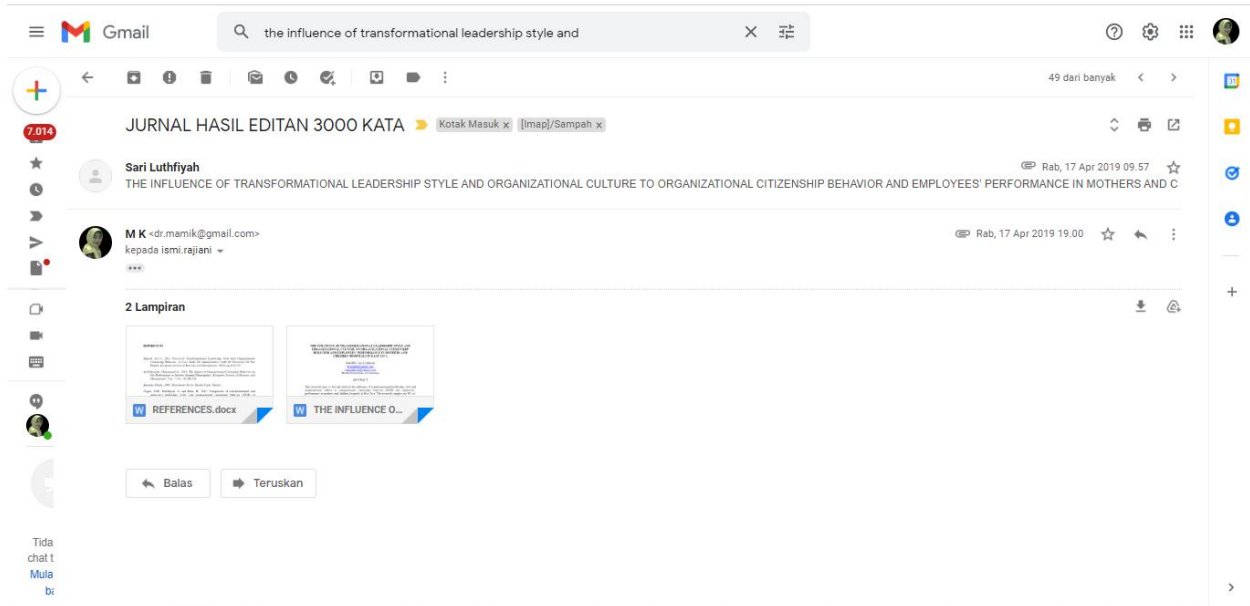
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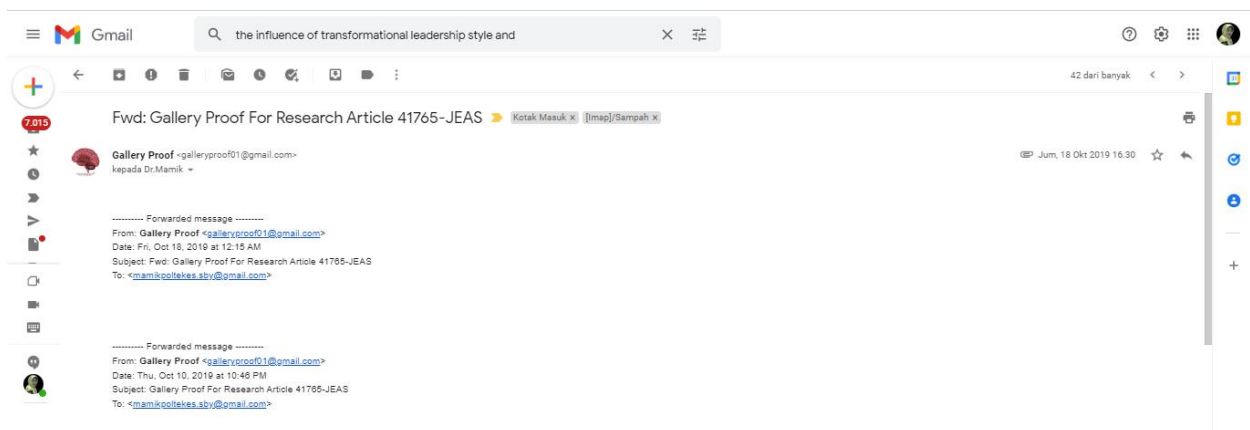
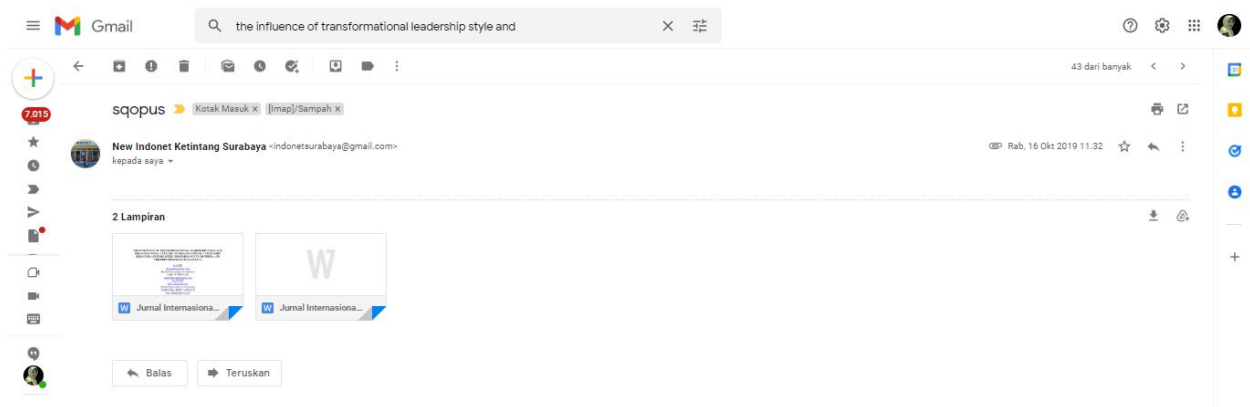
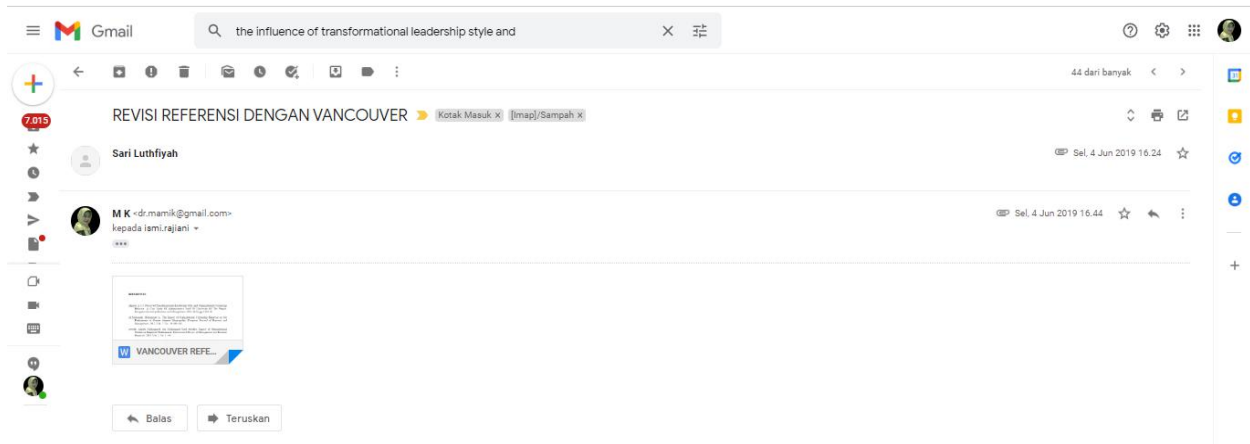
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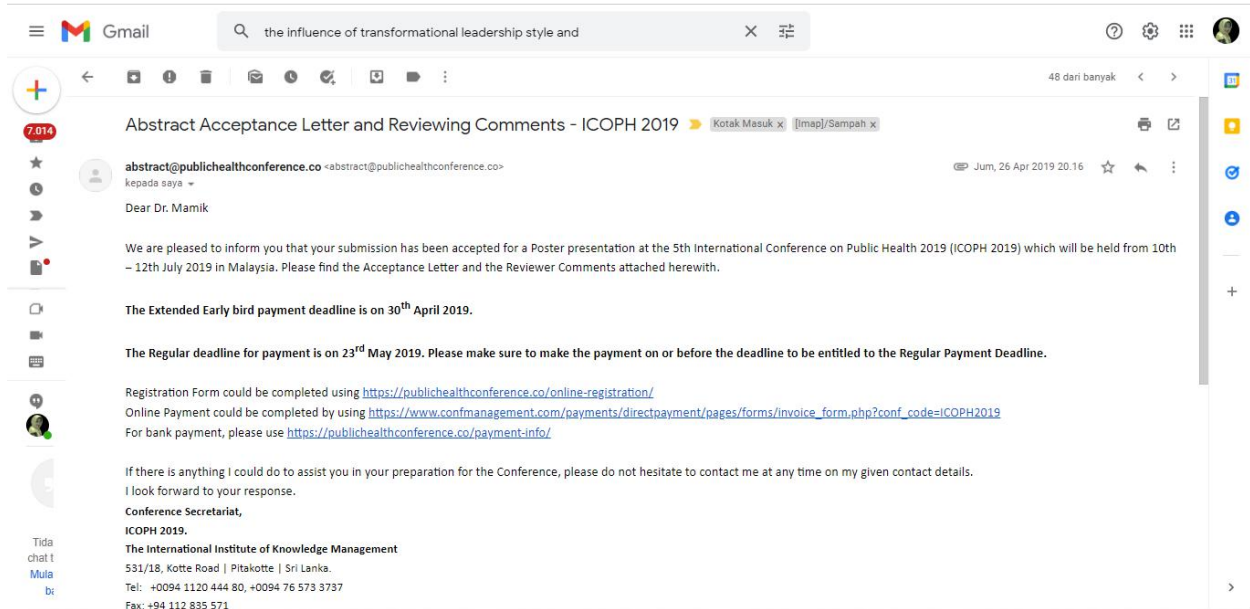
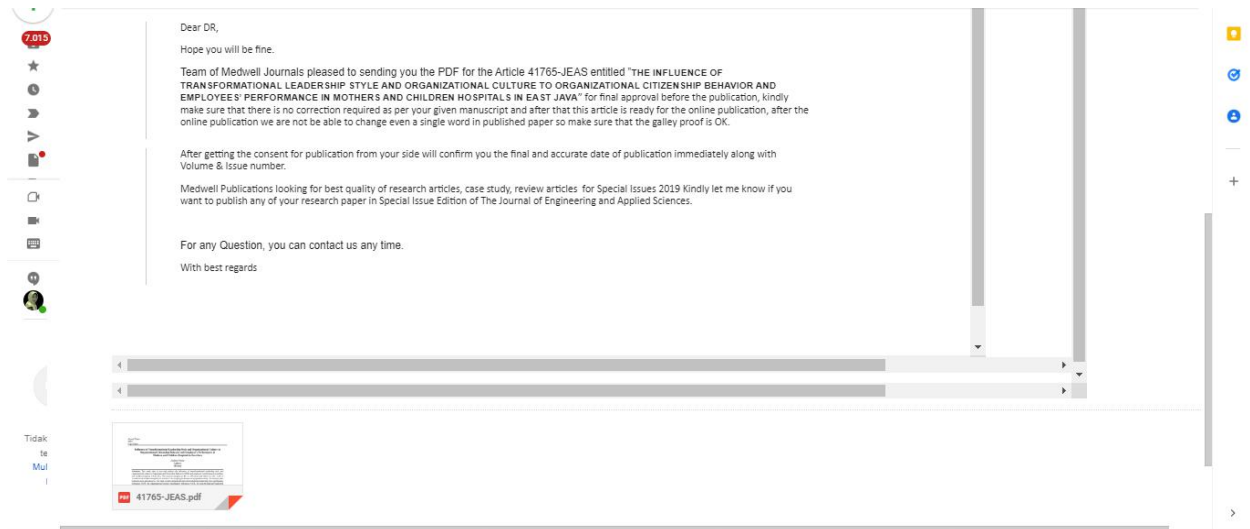
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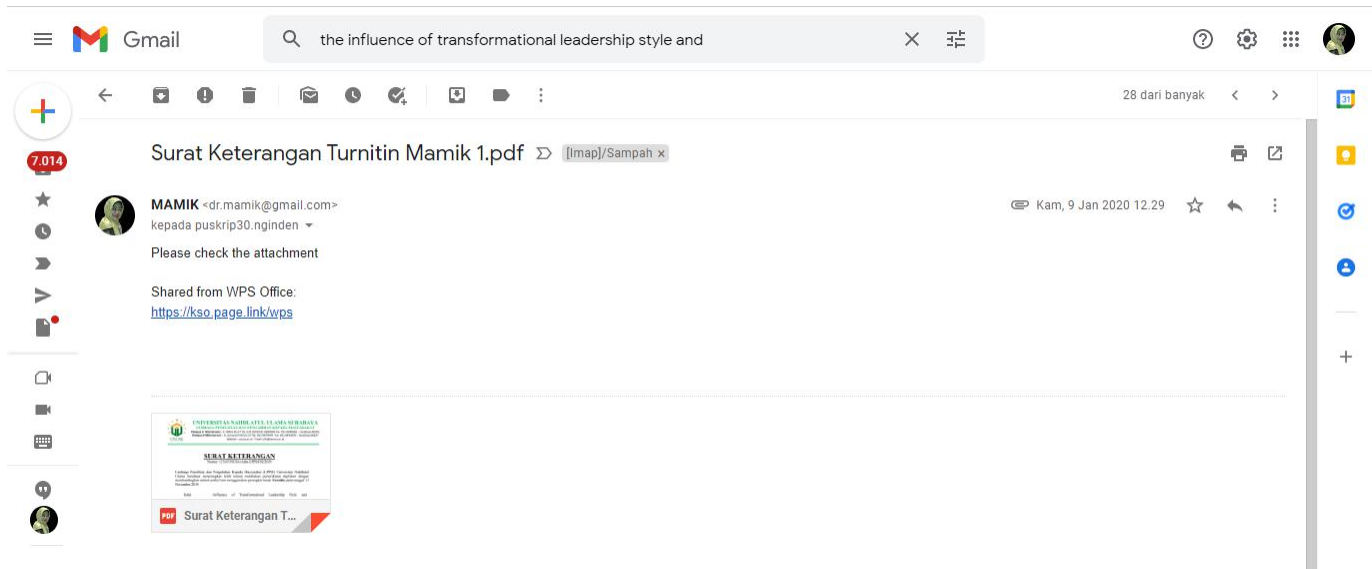
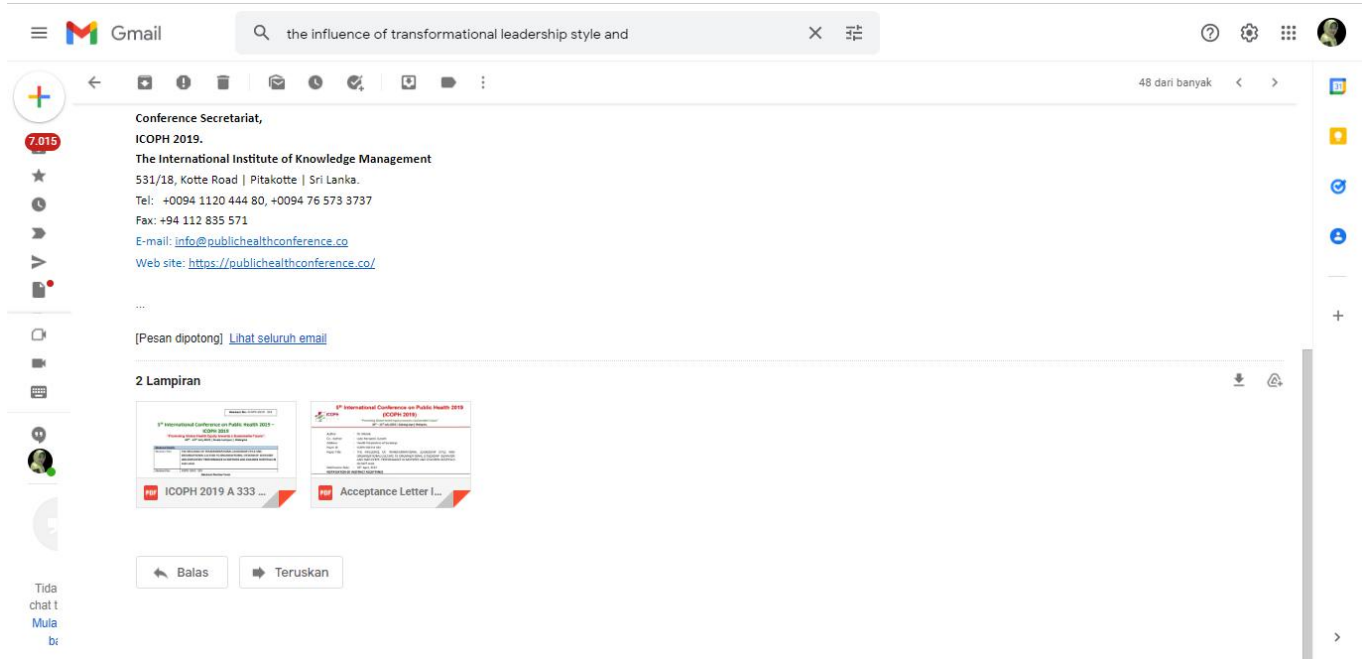
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Jumlah penulis : 4 orang

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Identitas jurnal ilmiah :

a. Nama jurnal : "Journal of Engineering and Applied Science "

b. Nomor ISSN (Print) : 1816-949x

c. Nomor ISSN (Online) : 1818-7803

d. Volume, Issue : Volume 15, Issue 2

e. Penerbit : "Medwell Journals"

f. Doi artikel (jika ada) : 10.36478/jeasci.2020.529.534

g. Alamat web jurnal : <http://medwelljournals.com/abstract/doi-jeasci.2020.529.534>

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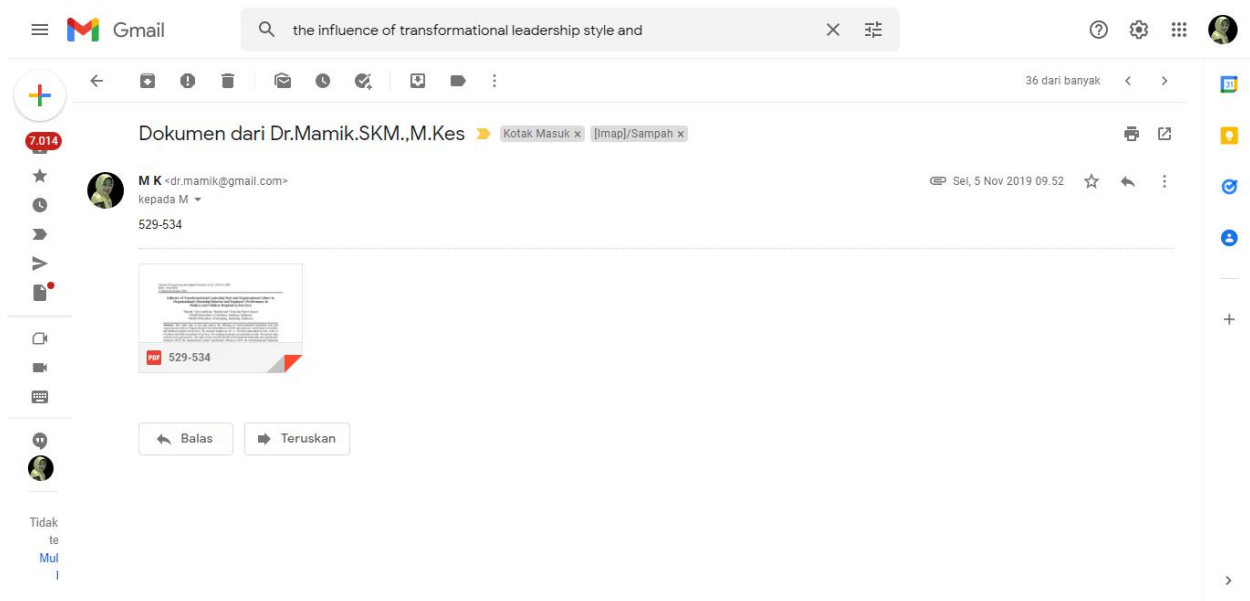
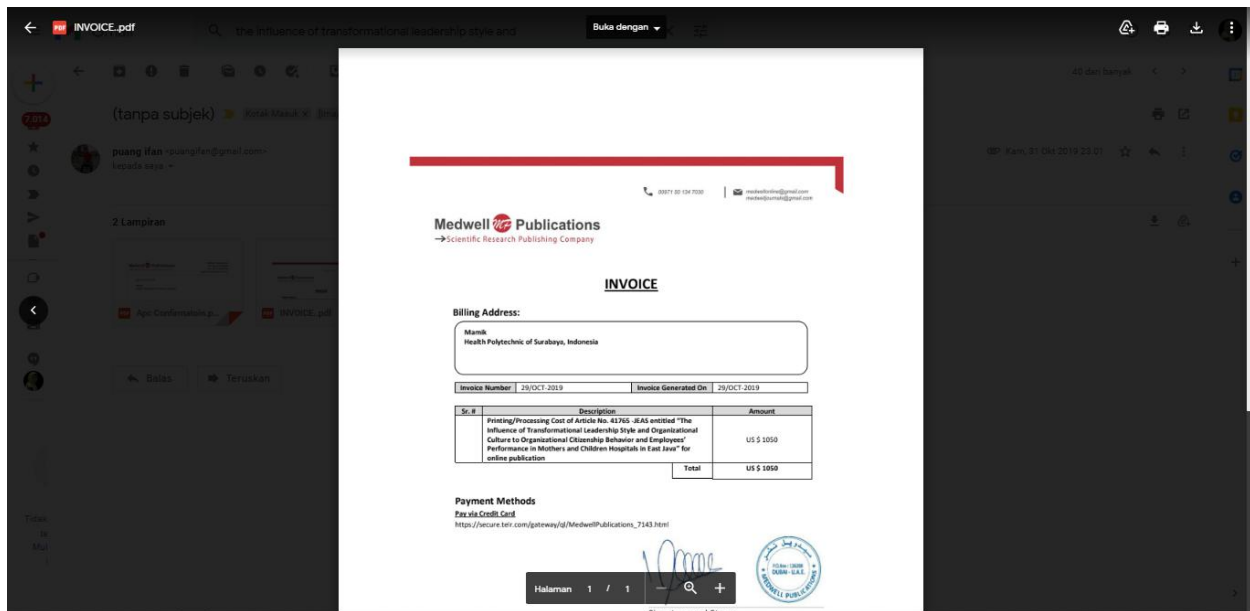
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Best Regards

Muhammad Kamran
Journal of Engineering and Applied Sciences

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SURAT KETERANGAN

Balas

**SURAT KETERANGAN
MELAKUKAN PENELITIAN DAN PUBLIKASI**
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Telah melaksanakan penelitian dan publikasi ilmiah, sebagai berikut :

<p>6. Pengaruh gaya kepemimpinan transformasional dan budaya organisasi terhadap perilaku organisasi warga dan kinerja karyawan pada RS ibu dan anak di Jawa Timur (Mamik)</p>	<p><i>Influence of transformational leadership style and organizational culture to organizational citizenship behavior and employee's performance in mothers and children hospitals in East Java</i></p>	<p>Journal of Engineering and Applied Science ISSN (Print) 1816-949x ISSN (Online) 1818-7803 Volume 15, Issue 2 Medwell Journals</p> <p>URL Jurnal : http://medwelljournals.com/abstract/?user=yQFBZ7MAAAAJ&hl=id</p> <p>URL Dokumen : https://poltekkesdepkes-sby.ac.id/download-buku-dr-mamik</p> <p>URL Peer Review : https://scholar.google.co.id/citations?user=yQFBZ7MAAAAJ&hl=id https://manajemen.feb.ub.ac.id/prof-dr-schmad-sudiro-se</p>	<p>1. Mamik 2. Sari Lutfiyah 3. Ratifah 4. Tarini Ika Pipit Cahyani</p>
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Journal of Engineering and Applied Sciences 15 (2): 529-534, 2020
ISSN: 1816-949X
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Influence of Transformational Leadership Style and Organizational Culture to Organizational Citizenship Behavior and Employee's Performance in Mothers and Children Hospitals in East Java

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¹Health Polytechnic of Surabaya, Surabaya, Indonesia
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Abstract: This study aims to test and analyze the influence of transformational leadership style and organizational culture to Organizational Citizenship Behavior (OCB) and employee's performance in mothers and children hospitals in East Java. The research samples are 89, i.e., 89 nurses and midwives who work in 3 mothers and children hospitals in East Java. The sampling technique uses population study. The analysis data method used is path analysis. The study results conclude that the transformational leadership style significantly influences OCB; the organizational culture significantly influences OCB, the transformational leadership style significantly influences employee's performance, the organizational culture insignificantly influences employee's performance and OCB significantly influences nurse's performance in mothers and child hospitals in East Java.

Key words: Transformational leadership style, organizational culture, organizational citizenship behavior, employee's performance, performance, significantly

INTRODUCTION

Mothers and children hospitals have important roles in the world of health, both in big cities and small cities. They are able to provide best services for all society and to give special offers for outpatient and inpatient services, especially, for mothers and children. Mothers and children hospital's success relies on their human resources. One of them is the role of nurses who provide health services to patients both mothers and children. Nurses must have ethics by being polite, always smiling and being sympathetic. With good ethics, a nurse is expected to be able to establish a more intimate relationship with the patients. Attitudes, behaviors, responsibilities and

past problems with new ways and they are able to stimulate, generate and inspire the followers to take extra efforts to achieve group goals. Jung *et al.* (2008) state that leaders with idealized influence demonstrate heightened concerns and cognizance of follower's needs and generate a sense of shared risk-taking. Cummings *et al.* (2010) observed that regardless of style, "leaders who practiced relational and transformational styles had better quality outcomes than those who demonstrated autocracy".

Organizational culture: Schein (2012) states that organizational culture is a group of basic assumptions. Organizational culture functions to give directions to organization members about what to watch out the

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