

ABSTRACT

This research is motivated by the importance of Organizational Citizenship Behavior in an organization, especially in the education institutions of the State Islamic University Maulana Malik Ibrahim Malang in the implementation of duties and responsibilities of employees. This study aims to analyze Transformational Leadership, Emotional Intelligence and its effect on Organizational Citizenship Behavior with Workplace Spirituality as an intervening variable.

The analysis used in this study is the Structural Equation Model which is run using AMOS 24 software. The sample of this study was 153 respondents but as many as 23 questionnaires were not fully answered. So that the final number of results that can be used as many as 130 respondents and the determination of samples using purposive sampling method. Respondents in this study were non-lecturers at the State Islamic University of Maulana Malik Ibrahim Malang.

The results of this study indicate that Transformational Leadership has a significant and positive effect on Organizational Citizenship Behavior, Emotional Intelligence has a significant and positive effect on Organizational Citizenship Behavior, Transformational Leadership has a significant and positive effect on Workplace Spirituality, Emotional Intelligence has a significant and positive effect on Workplace Spirituality, Workplace Spirituality and positive for Organizational Citizenship Behavior.

Keywords: Transformational Leadership, Emotional Intelligence, Workplace Spirituality, Organizational Citizenship Behavior