

## ***ABSTRACT***

*This study aims to determine and analyze the effect of Servant Leadership on Employee Performance with Organizational Citizenship Behavior as an intervening variable at PT. Waskita Karya Jakarta. Based on the results of the pre-questionnaire on 20 employees at PT. Waskita Karya, Servant Leadership leadership style felt by employees of PT. Waskita karya amounted to 47.5% and the level of Organizational Citizenship Behavior at PT. Waskita Karya amounted to 57%.*

*This research uses descriptive quantitative research methods. The population in this study were all employees of PT. Waskita Karya Pusat Jakarta, which consists of 412 employees. The sample in this study were 100 male and female employees at PT. Waskita Karya Jakarta. The technique for determining the number of samples uses the Slovin formula. Sources of research data consist of primary and secondary data. Data collection techniques consisted of field studies and literature studies. Data analysis was carried out by descriptive analysis, classical assumption test, and path analysis.*

*The results showed that the Servant Leadership (X) variable had a significant effect on Employee Performance (Y) by 10.1%, the Servant Leadership (X) variable had a significant effect on the Organizational Citizenship Behavior (Z) variable by 58.2%, the Organizational Citizenship Behavior variable. (Z) has a significant effect on the Employee Performance (Y) variable by 7.6%, and the Servant Leadership (X) variable has a significant effect on the Employee Performance (Y) variable through Organizational Citizenship Behavior (Z) of 27.9%.*

**Keywords:** *Employee Performance , Organizational Citizenship Behavior, Servant Leadership*