

## **ABSTRACT**

*This study was conducted to determine the Effects caused by Transformational Leadership and Work Environment toward Organizational Citizenship Behavior (OCB) on the Employees of Graha Telkomsigma Tangerang in department of Human Capital and Finance.*

*The study utilized quantitative descriptive and causal research. The sample was selected based on non-random criteria known as non-probability sampling, while the sampling method used was purposive sampling from a total number of 90 respondents. The data was analyzed descriptively, and the hypotheses were tested through regression analysis with the help of software SPSS version 26.*

*The study has shown that each variables, Transformational Leadership, Work Environment, and Organizational Citizenship Behavior, fall within "good" category. The study also proves that Transformational Leadership and Work Environment, both simultaneously and partially, have significant influence over Organizational Citizenship Behavior.*

**Keywords:** *transformational leadership, work environment, organizational citizenship behavior*