

ABSTRAK

PENGARUH PERAN KEPEMIMPINAN KEPALA SEKOLAH, LINGKUNGAN KERJA, DAN BUDAYA ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP BEVABIOR* GURU PERGURUAN TAMAN SISWA DI KOTA BANDAR LAMPUNG

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Penelitian ini bertujuan untuk mengetahui, menguji dan menganalisis pengaruh peran kepemimpinan kepala sekolah, lingkungan kerja dan budaya organisasi terhadap *organizational citizenship bevabior* guru perguruan Taman Siswa di kota Bandar Lampung. Penelitian ini merupakan penelitian kuantitatif *expost facto* dengan teknik pengumpulan data berupa kuisioner. Pengujian hipotesis digunakan analisis regresi linier sederhana dan berganda. Populasi dalam penelitian ini sebanyak 70 guru dengan teknik pengambilan sampel menggunakan rumus Taro Yamane serta diperoleh sampel 59. Hasil penelitian secara menunjukkan pengaruh positif dan signifikan peran kepemimpinan kepala sekolah, lingkungan kerja dan budaya organisasi terhadap *organizational citizenship bevabior* guru baik secara parsial maupun secara simultan. Secara rinci hasil penelitian menunjukkan bahwa kepemimpinan kepala sekolah berpengaruh positif dan signifikan terhadap *organizational citizenship bevabior* guru sebesar 83%, lingkungan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship bevabior* guru sebesar 79 %, budaya organisasi berpengaruh positif dan signifikan terhadap *organizational citizenship bevabior* guru sebesar 78%, Selanjutnya hasil penelitian secara simultan menunjukkan bahwa kepemimpinan kepala sekolah, lingkungan kerja dan budaya organisasi terhadap *organizational citizenship bevabior* guru sebesar 86%.

Kata kunci: Kepala Sekolah, lingkungan, budaya, *organizational citizenship bevabior*

ABSTRACT**THE INFLUENCE OF PRINCIPAL'S LEADERSHIP,
JOB ENVIRONMENT, AND ORGANIZATIONAL CULTURE
ON TEACHERS ORGANIZATIONAL CITIZENSHIP BEHAVIOR
OF PERGURUAN TAMAN SISWA
IN BANDAR LAMPUNG**

**By
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The aim of this research is to investigate, test and analyze the impact of principal leadership, job environment, and organizational culture on teachers' organizational citizenship behavior (OCB) at Perguruan Taman Siswa in Bandar Lampung City. This research is descriptive quantitative based on analyses of data obtained using questionnaires. With a sample of 59 from 70 teachers (population), hypothesis testing used analysis of simple regression and multiple linear regression. The research results show that principal leadership, job environment, and organizational culture on teachers' organizational citizenship behavior (OCB) have positive and significant impacts. Partially, results of the study showed that principal leadership has significant and positive effect on OCB of teachers, job environment has significant and positive effect on OCB of the teachers, organizational culture has significant and positive effect on OCB of teachers. Simultaneously, research results show that the principal leadership, job environment, and organizational culture have positive and significant impacts on the OCB.

Key word: job environment, principal leadership, organizational culture
organizational citizenship behavior.