

ABSTRAK

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL KEPALA SEKOLAH, BUDAYA ORGANISASI, DAN KEPUASAN KERJA GURU TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)* GURU

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Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan transformasional kepala sekolah, budaya organisasi, dan kepuasan kerja guru secara parsial terhadap *organizational citizenship behavior (OCB)* guru, serta pengaruh kepemimpinan transformasional kepala sekolah, budaya organisasi, dan kepuasan kerja guru secara simultan terhadap *organizational citizenship behavior (OCB)* guru. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis *ex post facto*, dengan populasi sebesar 208. Populasi pada penelitian ini adalah seluruh guru SD Negeri di Kecamatan Gisting Kabupaten Tanggamus. Pemilihan sampel menggunakan *propotional random sampling* dengan sample berjumlah 137 guru. Pengumpulan data dilakukan dengan penyebaran kuesioner. Analisis data menggunakan analisis regresi sederhana dan regresi berganda. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional kepala sekolah memiliki pengaruh yang positif dan signifikan terhadap *organizational citizenship behavior (OCB)* guru, budaya organisasi memiliki pengaruh yang positif dan signifikan terhadap *organizational citizenship behavior (OCB)* guru, kepuasan kerja guru memiliki pengaruh yang positif dan signifikan terhadap *organizational citizenship behavior (OCB)* guru, dan kepemimpinan transformasional kepala sekolah, budaya organisasi, dan kepuasan kerja guru secara bersama-sama berpengaruh positif dan signifikan terhadap *organizational citizenship behavior (OCB)* guru.

Kata Kunci: kepemimpinan transformasional, kepuasan kerja, budaya organisasi, dan *organizational citizenship behavior (OCB)* guru.

ABSTRACT

THE INFLUENCE OF PRINCIPAL TRANSFORMATIONAL LEADERSHIP, ORGANIZATIONAL CULTURE, AND TEACHER JOB SATISFACTION ON TEACHER ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)

By

WIWINSUMIATI

The aim of this research is to examine the influence of principal's transformational leadership, organizational culture, and teacher job satisfaction on teachers' organizational citizenship behavior (OCB), as well as the influence of transformational leadership, organizational culture, and teacher job satisfaction on teachers' organizational citizenship behavior (OCB). This study used a quantitative approach with an ex post facto design, with a population of 208. The population in this study were all elementary school teachers in Gisting District, Tanggamus Regency. The sample selection used proportional random sampling with a sample of 137 teachers. Data collection was carried out by distributing questionnaires. Data analysis used simple regression analysis and multiple regression. The results showed that transformational leadership had a positive and significant influence on teachers' organizational citizenship behavior (OCB), organizational culture had a positive and significant influence on teachers' organizational citizenship behavior (OCB), teacher job satisfaction had a positive and significant influence on teachers' organizational citizenship behavior (OCB), and principal's transformational leadership, organizational culture, and teacher job satisfaction together had a positive and significant effect on teachers' organizational citizenship behavior (OCB).

Keywords: transformational leadership, organizational culture, job satisfaction, teacher organizational citizenship behavior.