

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Motivasi Kerja, Kompetensi, Disiplin Kerja terhadap *Organizational Citizenship Behavior* (OCB) pada SMAN 4 Tangerang Selatan. Objek penelitian ini adalah Guru SMAN 4 Tangerang Selatan yang berstatus PNS. Penelitian ini merupakan penelitian kuantitatif dengan jumlah sampel sebanyak 38 responden. Penelitian ini menggunakan teknik analisis data Smart PLS. Hasil penelitian ini menunjukkan bahwa Motivasi Kerja berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior* (OCB), Kompetensi berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior* (OCB), dan Disiplin Kerja berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior* (OCB) pada SMAN 4 Tangerang Selatan.

Kata Kunci : Motivasi Kerja, Kompetensi, Disiplin Kerja, dan *Organizational Citizenship Behavior* (OCB)



ABSTRACT

This study aims to analyze the effect of Work Motivation, Competence, Work Discipline on Organizational Citizenship Behavior (OCB) at SMAN 4 South Tangerang. The object of this research is the teachers of SMAN 4 South Tangerang with civil servant status. This study is a quantitative study with a sample of 38 respondents. This study uses the Smart PLS data analysis technique. The results of this study indicate that Work Motivation has a significant positive effect on Organizational Citizenship Behavior (OCB), Competence has a significant positive effect on Organizational Citizenship Behavior (OCB), and Work Discipline a significant positive effect on Organizational Citizenship Behavior (OCB) at SMAN 4 South Tangerang.

Keywords: Work Motivation, Competence, Work Discipline, and Organizational Citizenship Behavior (OCB)

