

ABSTRAK

Pendidikan merupakan salah satu pilar utama dalam hal pembangunan dan kemajuan suatu bangsa. Pendidikan yang berkualitas dapat diwujudkan melalui sumber daya manusia yang kreatif dan inovatif ada di sekolah yaitu kepala sekolah dan guru. Penelitian ini bertujuan untuk menganalisis pengaruh aspek *servant leadership* kepala sekolah, efikasi diri dan keterlibatan kerja guru terhadap *organizational citizenship behavior (OCB)* dalam meningkatkan prestasi kerja guru. Objek penelitian ini adalah guru yang mengajar ditingkat pendidikan dasar Yayasan Abdi Karya. Penelitian menggunakan metode survey melalui penyebaran kuesioner dengan jumlah responden yang mengisi kuesioner adalah 141 guru baik guru kelas maupun guru mata pelajaran, dan sampel diambil menggunakan rumus Slovin dari total populasi 146 dari seluruh guru di sekolah tingkat pendidikan dasar Yayasan Abdi Karya. Penelitian ini dilakukan mulai 15 Januari sampai dengan bulan 15 Mei 2021. Data dianalisis dengan menggunakan aplikasi analisis jalur SmartPLS (Partial Least Square). Hasil penelitian ini menunjukkan bahwa aspek *servant leadership* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior (OCB)*, efikasi diri berpengaruh positif dan signifikan terhadap *organizational citizenship behavior (OCB)* dan keterlibatan kerja berpengaruh positif dan signifikan terhadap *organizational citizenship behavior (OCB)*, dan *servant leadership*, efikasi diri dan keterlibatan kerja guru secara simultan berpengaruh positif dan signifikan terhadap *organizational citizenship behavior (OCB)*, sedangkan *organizational citizenship behavior (OCB)* berpengaruh positif dan signifikan dalam meningkatkan prestasi kerja guru secara baik.

Kata Kunci : *Servant Leadership*, Efikasi diri, Keterlibatan Kerja, *organizational citizenship behavior (OCB)*, Prestasi Kerja.

ABSTRACT

Education is one of the main pillars in terms of development and progress of a nation. Quality education can be realized through creative and innovative human resources in schools, namely principals and teachers. This study aims to analyze the influence of the principal's servant leadership aspect, self-efficacy and teacher work involvement on organizational citizenship behavior (OCB) in improving teacher work performance. The object of this research is the teacher who teaches at elementary education level of Yayasan Abdi Karya. The study used a survey method by distributing questionnaires with the number of respondents who filled out the questionnaires were 141 teachers, both classroom and subject teachers, and samples were taken using the Slovin formula from a total population of 146 of all teachers at Yayasan Abdi Karya elementary education level. This research was conducted from January 15 to May 15 2021. The data were analyzed using the SmartPLS (Partial Least Square) path analysis application. The results of this study indicate that the servant leadership aspect has a positive and significant effect on organizational citizenship behavior (OCB), self-efficacy has a positive and significant effect on organizational citizenship behavior (OCB) and work in involvement has a positive and significant effect on organizational citizenship behavior (OCB), and servant leadership, self-efficacy and teacher work involvement simultaneously have a positive and significant effect on organizational citizenship behavior (OCB), while organizational citizenship behavior (OCB) has a positive and significant effect on improving teacher work performance well.

Keywords: Servant Leadership, Self-Efficacy, Job Involvement, Organizational Citizenship Behavior (OCB), Work Performance.

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