

ABSTRACT

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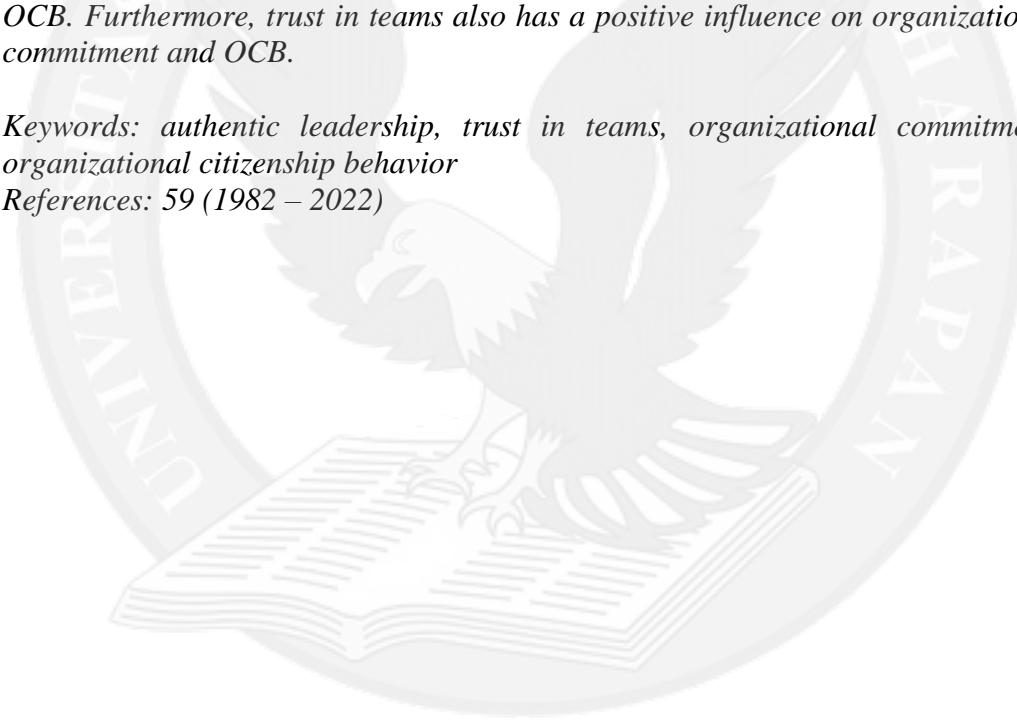
“THE EFFECT OF AUTHENTIC LEADERSHIP, TRUST IN TEAMS, AND ORGANIZATIONAL COMMITMENT ON XYZ SCHOOL TEACHERS’ ORGANIZATIONAL CITIZENSHIP BEHAVIOR”

(xv + 89 pages: 3 figures; 22 tables; 4 appendices)

The global need for qualified teachers is very high. However, uncertain and constantly changing circumstances make teachers unable to survive in their jobs at school. Previous studies show that teachers were more able to survive and improve the quality of their work if they feel they are a 'citizen' in the school so that all their actions are carried out for the good of the school where they work. This quantitative study aims to examine the effect of authentic leadership, trust, and organizational commitment on teacher’s organizational citizenship behavior (OCB). 54 school teachers at XYZ school were asked to fill out an online questionnaire. Software SmartPLS 4 was used to test the existing hypotheses. The results of the study show that authentic leadership has a positive effect on organizational commitment and OCB. Furthermore, trust in teams also has a positive influence on organizational commitment and OCB.

Keywords: authentic leadership, trust in teams, organizational commitment, organizational citizenship behavior

References: 59 (1982 – 2022)



ABSTRAK

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“PENGARUH KEPEMIMPINAN AUTENTIK, *TRUST IN TEAMS*, DAN KOMITMEN ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* GURU SEKOLAH XYZ”

(xv + 89 halaman: 3 gambar; 22 tabel; 4 lampiran)

Kebutuhan global akan guru yang berkualitas sangatlah tinggi. Akan tetapi, keadaan yang tidak menentu dan terus berubah-ubah membuat guru tidak dapat bertahan dalam pekerjaannya di sekolah. Guru akan lebih dapat bertahan dan meningkatkan kualitas dalam pekerjaannya jika ia merasa menjadi ‘warga negara’ dalam sekolah tersebut sehingga segala tindakannya dilakukan untuk kebaikan sekolah tempatnya bekerja. Penelitian kuantitatif ini bertujuan menguji pengaruh kepemimpinan autentik, rasa percaya guru terhadap rekan kerjanya, dan komitmen organisasi guru terhadap *organizational citizenship behavior* (OCB). 54 guru sekolah XYZ diminta untuk mengisi kuesioner secara daring. Perhitungan penelitian menggunakan metode PLS-SEM, yang dibantu oleh perangkat lunak *SmartPLS 4*, digunakan untuk menguji hipotesis yang ada. Hasil penelitian menunjukkan bahwa kepemimpinan autentik berpengaruh positif terhadap komitmen organisasi dan OCB. Begitu juga dengan rasa percaya pada tim kerja (*trust in teams*) yang memiliki pengaruh positif terhadap komitmen organisasi dan OCB.

Kata kunci: kepemimpinan autentik, *trust in teams*, komitmen organisasi, *organizational citizenship behavior*

Referensi: 59 (1982 – 2022)