

ABSTRACT

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"MEDIATION OF ORGANIZATIONAL CULTURE, ORGANIZATIONAL CITIZENSHIP BEHAVIOR, SELF-EFFICACY IN THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP ON TEACHER PERFORMANCE AT EBEN HAEZAR KRISTEN PRIMARY SCHOOL MANADO"

(xvi + 118 pages: 8 figures; 26 tables; 8 appendices)

The development of digital era education is currently faced with various challenges to adapt. Teachers can adapt to organizational culture as a strong basis for supporting increased teacher performance. Factors that influence increasing teacher performance are self-efficacy and organizational citizenship behavior. School leaders are expected to be able to overcome problems related to teacher performance by implementing transformational leadership. This research aims to analyze the influence of transformational leadership on teacher performance through the mediation of organizational culture, organizational citizenship behavior and self-efficacy. Analysis was carried out using the PLS-SEM technique. The questionnaire contained 49 statements which were distributed to 69 teachers at SD Eben Haezar Manado. Published research results show that transformational leadership directly has a negative effect on teacher performance. Meanwhile, when mediated by organizational culture, organizational citizenship behavior and self-efficacy, transformational leadership has a positive effect on teacher performance.

Keywords: transformational leadership, teacher performance, organizational culture, organizational citizenship behavior and self-efficacy

References : 65 (1977 – 2023)

ABSTRAK

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“MEDIASI *ORGANIZATIONAL CULTURE*, *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*, *SELF-EFFICACY* DALAM PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP *TEACHER PERFORMANCE* DI SD KRISTEN EBEN HAEZAR MANADO”

(xvi + 118 halaman: 8 gambar; 26 tabel; 8 lampiran)

Perkembangan pendidikan era digital saat ini dihadapkan pada berbagai tantangan untuk beradaptasi. Guru dapat beradaptasi dengan budaya organisasi sebagai dasar yang kuat dalam mendukung peningkatan kinerja guru. Faktor yang mempengaruhi peningkatan kinerja guru adalah *self-efficacy* dan *organizational citizenship behavior*. Pemimpin sekolah diharapkan dapat mengatasi masalah terkait kinerja guru dengan menerapkan kepemimpinan transformasional. Penelitian ini memiliki tujuan untuk menganalisis pengaruh *transformational leadership* terhadap *teacher performance* dengan mediasi *organizational culture*, *organizational citizenship behavior* dan *self-efficacy*. Analisis dilakukan dengan menggunakan teknik PLS-SEM. Kuesioner berjumlah 49 pernyataan yang disebarkan kepada 69 guru di SD Eben Haezar Manado. Hasil penelitian yang diperoleh memperlihatkan bahwa secara langsung *transformational leadership* berpengaruh negatif terhadap *teacher performance*. Sementara itu ketika dimediasi oleh *organizational culture*, *organizational citizenship behavior* dan *self-efficacy* maka *transformational leadership* berpengaruh positif terhadap *teacher performance*.

Kata Kunci : *transformational leadership*, *teacher performance*, *organizational culture*, *organizational citizenship behavior* dan *self-efficacy*

Referensi : 65 (1977 – 2023)