

ABSTRACT

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THE EFFECT OF INTEGRATIVE LEADERSHIP, ORGANIZATIONAL JUSTICE, AND EMPLOYEE ENGAGEMENT, TOWARDS ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN SEKOLAH ASRAMA TARUNA PAPUA IN TIMIKA

(xv + 148 pages; 16 figures; 23 tables; 8 appendices)

Teachers who have the behaviour of working beyond the rules of time and responsibility to support the organization can be improved in schools. This study aims to analyse the effect of integrative leadership, organizational justice, and work engagement on organizational citizenship behaviour at Sekolah Asrama Taruna Papua in Timika. This study uses a quantitative approach with the method of path analysis to determine the correlation between research variables. This research uses Structural Equation Modelling Partial Least Square (PLS-SEM). Data were obtained from 60 respondents consisting of elementary and junior high school teachers at Sekolah Asrama Taruna Papua in Timika. The data collection was carried out by means of a census covering all the population in the school by distributing questionnaires using the Google form. The results of the study show that integrative leadership, organizational justice, and work engagement have a positive effect on organizational citizenship behaviour in Sekolah Asrama Taruna Papua. Character-orientation, people-orientation, task-orientation, and process-orientation leadership factors, and organizational justice factors consisting of perceptions of being treated fairly, equally, morals and ethics in the workplace and teacher involvement are antecedents of organizational citizenship behaviour.

Keywords: integrative leadership, organizational justice, employee engagement, organizational citizenship behavior.

References: 109 (1938– 2022)

ABSTRAK

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PENGARUH KEPEMIMPINAN INTEGRATIF, KEADILAN ORGANISASI, DAN KETERLIBATAN KERJA PADA *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA SEKOLAH ASRAMA TARUNA PAPUA DI TIMIKA

(xv + 148 halaman; 16 gambar; 23 tabel; 8 lampiran)

Guru yang memiliki perilaku bekerja melebihi aturan waktu dan tanggung jawabnya guna mendukung organisasi dapat ditingkatkan di sekolah. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan integratif, keadilan organisasi, dan keterlibatan kerja terhadap *organizational citizenship behavior* di sekolah Asrama Taruna Papua yang berada di Timika. Penelitian ini menggunakan pendekatan kuantitatif dengan metode analisis jalur untuk mengetahui korelasi antar variabel penelitian. Penelitian ini menggunakan *Structural Equation Modeling Partial Least Square* (PLS-SEM). Data diperoleh dari 60 responden yang terdiri atas guru SD dan guru SMP di sekolah Asrama Taruna Papua di Timika. Pengumpulan data dilakukan secara sensus mencakup semua populasi yang ada di sekolah melalui penyebaran kuesioner menggunakan *google form*. Hasil penelitian menunjukkan bahwa kepemimpinan integratif, keadilan organisasi dan keterlibatan kerja berpengaruh positif terhadap *organizational citizenship behavior* di sekolah asrama taruna papua. Faktor kepemimpinan yang berorientasi pada *character-orientation*, *people-orientation*, *task-orientation*, dan *process-orientation*, dan faktor keadilan organisasi terdiri persepsi diperlakukan secara adil, setara, moral dan etika di tempat kerja serta keterlibatan guru merupakan anteseden *organizational citizenship behavior*.

Kata Kunci: keadilan organisasi, kepemimpinan integratif, keterlibatan kerja, *organizational citizenship behavior*

Referensi: 109 (1938 – 2022)