

ABSTRACT

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THE EFFECT OF PERSON- ORGANIZATION FIT AND SELF EFFICACY ON TEACHER'S ORGANIZATIONAL CITIZENSHIP BEHAVIOR WITH JOB SATISFACTION AS MEDIATION AT XYZ ELEMENTARY SCHOOL, JAKARTA

(xvii + 130 pages, 18 figures, 20 table, 10 appendices)

The implementation of Organizational Citizenship Behavior among teachers in a school environment is crucial because teachers' contributions to the school and the progress of the organization require more than just carrying out the tasks specified in their job descriptions. This study aims to see the effect of Person-Organization Fit and Self-Efficacy on teachers' Organizational Citizenship Behavior, with Job Satisfaction as mediation, at XYZ elementary school in Jakarta. The study uses a quantitative approach with Partial Least Square-Structural Equation Modeling. Data was collected through a survey using a Likert scale questionnaire with a total of 134 teacher respondents. The results indicate that Person-Organization Fit, Self Efficacy, and Job Satisfaction have a positive effect on Organizational Citizenship Behavior at XYZ elementary school in Jakarta. Person-Organization Fit and Self Efficacy positively influence Job Satisfaction. However, Job Satisfaction does not exhibit a mediating effect.

Keywords: Person-Organization Fit, Self Efficacy, Job Satisfaction, Organizational Citizenship Behavior

Reference: 77 (2008 -2023)

ABSTRAK

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PENGARUH *PERSON-ORGANIZATION FIT* DAN EFIKASI DIRI TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* GURU DENGAN KEPUASAN KERJA SEBAGAI MEDIASI DI SEKOLAH DASAR XYZ, JAKARTA

(xvii + 130 halaman, 18 gambar, 20 tabel, 10 lampiran)

Penerapan *Organizational Citizenship Behavior* di kalangan guru dalam lingkungan sekolah sangat penting karena kontribusi guru terhadap sekolah dan kemajuan organisasinya memerlukan lebih dari sekadar menjalankan tugas yang telah ditentukan dalam deskripsi pekerjaan. Penelitian ini bertujuan untuk melihat pengaruh *Person-Organization Fit* dan Efikasi Diri terhadap *Organizational Citizenship Behavior* guru dengan Kepuasan Kerja sebagai mediasi di sekolah dasar XYZ, Jakarta. Penelitian menggunakan pendekatan kuantitatif dengan aplikasi *Partial Least Square-Structural Equation Modelling*. Pengumpulan data melalui survey data kuesioner menggunakan skala *Likert* dengan jumlah responden sebanyak 134 guru. Hasil penelitian ini menunjukkan bahwa *Person-Organization Fit*, Efikasi Diri dan Kepuasan Kerja berpengaruh positif terhadap *Organizational Citizenship Behavior* di sekolah dasar XYZ, Jakarta. *Person-Organization Fit* dan Efikasi Diri berpengaruh positif terhadap Kepuasan Kerja. Tetapi Kepuasan Kerja tidak memiliki pengaruh mediasi.

Kata kunci: *Person-Organization Fit*, Efikasi Diri, Kepuasan Kerja, *Organizational Citizenship Behavior*

Referensi: 77 (2008 -2023)