

ABSTRAK

Penelitian ini dilakukan untuk meneliti dan menganalisis tentang Pengaruh Gaya Kepemimpinan Partisipatif dan Organizational Citizenship Behavior terhadap Kinerja Guru yang dimediasi oleh Motivasi. Sampel dalam penelitian ini adalah seluruh guru berstatus ASN (Pegawai Negeri Sipil) yang berjumlah 120 orang di SMK NEGERI 2 DEPOK YOGYAKARTA. Metode kuantitatif diuji dengan menggunakan alat analisis Partial Least Square (PLS). Penelitian yang telah dilakukan menunjukkan bahwa 1) Gaya Kepemimpinan Partisipatif berpengaruh positif signifikan terhadap Kinerja Guru di SMK Negeri 2 Depok Yogyakarta, Hipotesis H1 diterima. 2) *Organizational Citizenship Behavior* berpengaruh positif signifikan terhadap Kinerja Guru di SMK Negeri 2 Depok Yogyakarta, Hipotesis H2 diterima. 3) Gaya Kepemimpinan Partisipatif berpengaruh positif signifikan terhadap Kinerja Guru melalui Motivasi di SMK Negeri 2 Depok Yogyakarta, Hipotesis H3 diterima. 4) *Organizational Citizenship Behavior* berpengaruh positif signifikan terhadap Kinerja Guru melalui Motivasi di SMK Negeri 2 Depok Yogyakarta, Hipotesis H4 diterima.

Kata Kunci : Gaya Kepemimpinan Partisipatif, Perilaku Kewarganegaraan Organisional, Motivasi, Kinerja Guru

ABSTRACT

This research was conducted to research and analyze the influence of participative leadership style and organizational citizenship behavior on teacher performance which is mediated by motivation. The sample in this study was all 120 teachers with ASN (Civil Servant) status at SMK NEGERI 2 DEPOK YOGYAKARTA. The quantitative method was tested using the Partial Least Square (PLS) analysis tool. The research that has been conducted shows that 1) Participative Leadership Style has a significant positive effect on Teacher Performance at SMK Negeri 2 Depok Yogyakarta, Hypothesis H1 is accepted. 2) Organizational Citizenship Behavior has a significant positive effect on Teacher Performance at SMK Negeri 2 Depok Yogyakarta, Hypothesis H2 is accepted. 3) Participative Leadership Style has a significant positive effect on Teacher Performance through Motivation at SMK Negeri 2 Depok Yogyakarta, Hypothesis H3 is accepted. 4) Organizational Citizenship Behavior has a significant positive effect on Teacher Performance through Motivation at SMK Negeri 2 Depok Yogyakarta, Hypothesis H4 is accepted.

Keywords: Participative Leadership Style, Organizational Citizenship Behavior, Motivation, Teacher Performance.