

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Gaya Kepemimpinan, Budaya Organisasi, Kompetensi, dan Komitmen Organisasi Terhadap Organizational Citizenship Behaviour (OCB) Pada Kantor Dinas Pendidikan dan Kebudayaan Painan. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan sampel 48 responden. Metode analisis yang digunakan adalah uji validitas dan reabilitas, analisis korelasi, analisis linier berganda, untuk uji hipotesis digunakan uji t dan uji f.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh : a) Gaya Kepemimpinan berpengaruh positif dan signifikan Terhadap Organizational Citizenship Behaviour. b) Komitmen Organisasi berpengaruh positif dan signifikan Terhadap Organizational Citizenship Behaviour. c) Kompetensi berpengaruh positif dan signifikan Terhadap Organizational Citizenship Behaviour. d) Komitmen Organisasi berpengaruh positif dan signifikan Terhadap Organizational Citizenship Behaviour. Uji F menyatakan bahwa variabel Gaya Kepemimpinan (X_1), Budaya Organisasi (X_2), Kompetensi (X_3), dan Komitmen Organisasi (X_4) secara simultan terhadap variabel *Organizational Citizenship Behaviour (OCB)*. Uji Determinasi (R^2) Terdapat persentase sumbangan variabel independent Gaya Kepemimpinan, Budaya Organisasi, Kompetensi dan Komitmen Organisasi terhadap variabel dependent *Organizational Citizenship Behaviour (OCB)* sebesar 0,620 atau 62,0%. Sedangkan sisanya sebesar 38,0% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci : Gaya Kepemimpinan, Budaya Organisasi, Kompetensi, dan Komitmen Organisasi Terhadap Organizational Citizenship Behaviour.

ABSTRACT

This study aims to determine the Influence of Leadership Style, Organizational Culture, Competence, and Organizational Commitment on Organizational Citizenship Behavior (OCB) at the Painan Education and Culture Office. Methods of collecting data through surveys and distributing questionnaires, with a sample of 48 respondents. The analytical method used is validity and reliability test, correlation analysis, multiple linear analysis, to test the hypothesis used t test and f test.

Based on the research obtained based on the partial test (t test) obtained:

a) Leadership style has a positive and significant effect on Organizational Citizenship Behavior. b) Organizational Commitment has a positive and significant effect on Organizational Citizenship Behavior. c) Competence has a positive and significant effect on Organizational Citizenship Behavior. d) Organizational Commitment has a positive and significant effect on Organizational Citizenship Behavior. The F test states that the variables of Leadership Style (X1), Organizational Culture (X2), Competence (X3), and Organizational Commitment (X4) simultaneously affect the Organizational Citizenship Behavior (OCB) variable. Determination Test (R²) There is a percentage contribution of the independent variable Leadership Style, Organizational Culture, Competence and Organizational Commitment to the dependent variable Organizational Citizenship Behavior (OCB) of 0.620 or 62.0%. While the remaining 38.0% is influenced by other variables outside of this study.

Keywords: Leadership Style, Organizational Culture, Competence, and Organizational Commitment to Organizational Citizenship Behavior.