

## ABSTRAK

Via Fitria Ningsih, No.BP 17101155310761, Manajemen Fakultas Ekonomi dan Bisnis (2021), Pengaruh Persepsi Dukungan Organisasi dan Kompensasi Terhadap Kinerja Guru Dengan *Organizational Citizenship Behavior* (OCB) Sebagai Variabel Intervening Pada SMP Negeri 2 Ranah Batahan, Kabupaten Pasaman Barat, dibawah bimbingan Bapak Dr. Yulasmis, S.E.,M.M dan Ibu Putri Azizi, S.E., M.M.

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh Pengaruh Persepsi Dukungan Organisasi dan Kompensasi terhadap *Organizational Citizenship Behavior* (OCB) dan seberapa besar pengaruh Pengaruh Persepsi Dukungan Organisasi, Kompensasi, dan *Organizational Citizenship Behavior* (OCB) terhadap Kinerja Guru. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 35 responden. Teknik pengambilan sampel yaitu menggunakan teknik sampling jenuh dengan menjadikan seluruh populasi menjadi sampel. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur (*Path Analysis*) menggunakan SPSS 21.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) diperoleh Persepsi Dukungan Organisasi dan Kompensasi secara parsial berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB) Pada SMP Negeri 2 Ranah Batahan, Kabupaten Pasaman Barat. Berdasarkan Uji Simultan (Uji F) diperoleh Persepsi Dukungan Organisasi dan Kompensasi secara bersama-sama berpengaruh signifikan terhadap *Organizational Citizenship Behavior* (OCB) Pada SMP Negeri 2 Ranah Batahan, Kabupaten Pasaman Barat.

Dan juga hasil penelitian berdasarkan Uji Parsial (Uji t) diperoleh, Persepsi Dukungan Organisasi, Kompensasi dan *Organizational Citizenship Behavior* (OCB) secara parsial berpengaruh signifikan terhadap Kinerja Guru Pada SMP Negeri 2 Ranah Batahan, Kabupaten Pasaman Barat. Serta berdasarkan Uji Simultan (Uji F) diperoleh Persepsi Dukungan Organisasi, Kompensasi dan *Organizational Citizenship Behavior* (OCB) secara bersama-sama berpengaruh signifikan terhadap Kinerja Guru Pada SMP Negeri 2 Ranah Batahan, Kabupaten Pasaman Barat.

**Kata kunci : Persepsi Dukungan Organisasi, Kompensasi , *Organizational Citizenship Behavior* (OCB), Kinerja Guru**

## **ABSTRACT**

*Via Fitria Ningsih, No.BP 17101155310761, Management of the Faculty of Economics and Business (2021), The Effect of Perceptions of Organizational Support and Compensation on Teacher Performance with Organizational Citizenship Behavior (OCB) as an Intervening Variable at SMP Negeri 2 Ranah Batahan, West Pasaman Regency, under guidance Mr. Dr. Yulasmii., SE., MM and Mrs. Putri Azizi, SE., MM.*

*This study aims to prove any significant influence of Perceptions of Organizational Support and Compensation on Organizational Citizenship Behavior (OCB) and any major influence. The influence of Perceptions of Organizational Support, Compensation, and Organizational Citizenship Behavior (OCB) on Teacher Performance. The method of surveying the data through and distributing questionnaires, with a sample of 35 respondents. The sampling technique uses a saturated sampling technique with the entire population being sampled. The analysis method used is data analysis, multiple linear regression and path analysis using SPSS 21.*

*The results of the research obtained based on the partial test (t test) obtained that the perception of organizational support and compensation partially has a significant effect on Organizational Citizenship Behavior (OCB) in SMP Negeri 2 Ranah Batahan, West Pasaman Regency. Based on the Simultaneous Test (Test F), it was obtained that the Perception of Organizational Support and Compensation together had a significant effect on Organizational Citizenship Behavior (OCB) in SMP Negeri 2 Ranah Batahan, West Pasaman Regency.*

*And also the results of research based on the partial test (t test) were obtained, Perceptions of Organizational Support, Compensation and Organizational Citizenship Behavior (OCB) partially had a significant effect on Teacher Performance at SMP Negeri 2 Ranah Batahan, West Pasaman Regency. And based on the Simultaneous Test (Test F) obtained Perceptions of Organizational Support, Compensation and Organizational Citizenship Behavior (OCB) together have a significant effect on Teacher Performance at SMP Negeri 2 Ranah Batahan, West Pasaman Regency.*

***Keywords: Perceptions of Organizational Support, Compensation, Organizational Citizenship Behavior (OCB), Teacher Performance***