

ABSTRAK

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Program Studi S-1 Manajemen

2020

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120.2015.035

Pengaruh *Perceived Organizational Support* dan Budaya Organisasi Terhadap *Organizational Citizenship Behavior* pada Guru di SMK Taman Harapan Bekasi Serta Tinjauannya Dari Sudut Pandang Islam.

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *perceived organizational support* dan budaya organisasi terhadap *organizational citizenship behavior* (OCB). Populasi penelitian adalah guru di SMK Taman Harapan Bekasi dengan jumlah 38 orang dan seluruhnya digunakan sebagai subyek penelitian atau teknik pengambilan sampel jenuh. Data dikumpulkan dengan menggunakan instrument kuesioner. Analisis data menggunakan Metode *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa *perceived organizational support* (P-value 0,021) berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, dan budaya organisasi (P-value < 0,001) berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* (OCB). *Perceived organizational support* dan budaya organisasi sesuai (GoF 0,728) untuk dapat dijadikan model yang mempengaruhi *organizational citizenship behavior*. Menurut pandangan Islam, *organizational citizenship behavior* sangat relevan dengan perilaku ikhlas yang menjadi tolak ukur kualitas amal seorang Muslim. Al-Quran memberikan petunjuk kepada kaum Muslimin bahwa hubungan yang terbentuk di antara kaum Muslimin, harus dibangun dengan sikap saling menghargai, menghormati, dan tidak saling menghina serta tidak memperlakukan orang lain dengan buruk.

Kata Kunci: *perceived organizational support*, budaya organisasi, *organizational citizenship behavior*.

ABSTRACT

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The Effect of Perceived Organizational Support and Organizational Culture on Organizational Citizenship Behavior on Teachers at Taman Harapan Bekasi Vocational School and its Review from Islamic perspective.

Abstract

This study aims to determine the effect of perceived organizational support and organizational culture on organizational citizenship behavior. The study population was 38 teachers at Taman Harapan Bekasi Vocational School and all of them were used as research subjects or census sampling techniques. Data were collected using a questionnaire instrument. Data analysis using the Partial Least Square Structural Equation Modeling Method. The results showed that perceived organizational support (P-value 0.021) had a positive and significant effect on organizational citizenship behavior, and organizational culture (P-value <0.001) had a positive and significant effect on organizational citizenship behavior (OCB). Perceived organizational support and organizational culture (GoF 0.728) are fit to be used as a model that affects organizational citizenship behavior. According to the Islamic view, organizational citizenship behavior is very relevant to sincere behavior which is a benchmark for the quality of a Muslim's charity. The Al-Qur'an provides guidance to Muslims that the relationships formed among Muslims must be built with mutual respect, not insulting each other and don't treat others badly.

Key Word: *perceived organizational support, organizational culture, organizational citizenship behavior.*