

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *servant leadership*, persepsi terhadap budaya organisasi dan perbedaan generasi X dan Y terhadap *organizational citizenship behavior* pegawai negeri sipil Direktorat Pembinaan Guru Pendidikan Dasar, Kemdikbud. Variabel independen dalam penelitian ini adalah *servant leadership*, persepsi terhadap budaya organisasi dan perbedaan generasi X dan Y. Sedangkan variabel dependen dalam penelitian ini adalah *organizational citizenship behavior*. Penelitian ini menggunakan kuesioner tertutup yang dilakukan kepada seluruh pegawai negeri sipil Direktorat Pembinaan Guru Pendidikan Dasar yang lahir pada rentang tahun 1965-2000 dengan pengembalian sebanyak 84 responden. Pengujian hipotesis dalam penelitian ini menggunakan metode analisis regresi berganda.

Hasil analisis hipotesis menyimpulkan bahwa secara simultan *servant leadership*, persepsi terhadap budaya organisasi dan perbedaan generasi X dan Y berpengaruh positif terhadap *organizational citizenship behavior*. Sedangkan secara parsial, *servant leadership* dan persepsi terhadap budaya organisasi berpengaruh positif terhadap *organizational citizenship behavior*. Namun perbedaan generasi X dan Y tidak berpengaruh positif terhadap *organizational citizenship behavior*. Hasil uji beda t-test menunjukkan bahwa rata-rata *organizational citizenship behavior* antara generasi X dan generasi Y tidak berbeda signifikan secara statistik.

Servant leadership, persepsi terhadap budaya organisasi memiliki pengaruh yang positif terhadap *organizational citizenship behavior*. Hal ini menunjukkan bahwa semakin tinggi penerapan *servant leadership* dan budaya organisasi di Direktorat Pembinaan Guru Pendidikan Dasar maka akan semakin tinggi *organizational citizenship behavior* pegawai negeri sipil di Direktorat Pembinaan Guru Pendidikan Dasar.

Kata kunci: *servant leadership*, persepsi terhadap budaya organisasi, perbedaan generasi X dan Y, *organizational citizenship behavior*

ABSTRACT

This study is to examine the influence of servant leadership, perceptions of organizational culture and differences between generation X and Y to organizational citizenship behavior of civil servants at Directorate of Basic Education Teacher Management, Direktorat General of Teacher and Education Personnel, Ministry of Education and Culture. The independent variables in this study are servant leadership, perceptions of organizational culture and differences between generations X and Y. The dependent variable is organizational citizenship behavior. This study has been done by providing the closed-ended questionnaire to 84 civil servants at Directorate of Basic Education Teacher Management, Direktorat General of Teacher and Education Personnel, Ministry of Education and Culture who were born in the range of 1965-2000. Multipleregression is applied in this study to examine the hypothesis.

The analysis of hypothesis concluded that servant leadership, perceptions of organizational culture and differences between generation X and Y has a positive influence to the organizational citizenship behavior simultaneously. While partially, servant leadership and perceptions of organizational culture has a positive influence to the organizational citizenship behavior. However, differences between generation X and Y does not have any positive influence to the organizational citizenship behavior. The independent-samples t test shows that the average on organizational citizenship behavior between generation X and generation Y is not significantly different statistically.

Servant leadership, perceptions of organizational culture has a positive influence to the organizational citizenship behavior. It shows that the higher the implementation of servant leadership and organizational culture in the Directorate of Basic Education Teacher Management, Direktorat General of Teacher and Education Personnel, Ministry of Education and Culture, the higher organizational citizenship behavior of civil servants in the Directorate of Basic Education Teacher Management, Direktorat General of Teacher and Education Personnel, Ministry of Education and Culture.

Keywords: servant leadership, perceptions of organizational culture, differences between generations X and Y, organizational citizenship behavior