

ABSTRAK

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Program Studi: Manajemen
Judul : Pengaruh *Organizational Commitment*, *Job Satisfaction*, dan *Organizational Culture* Terhadap *Organizational Citizenship Behavior* Guru pada Sekolah Dasar di Kota Lhokseumawe

Kualitas sumber daya manusia suatu negara tercermin dari sektor pendidikan yang merupakan salah satu aset investasi modal manusia. Hal ini ditunjukkan oleh Survei Kualitas Pendidikan yang diterbitkan oleh *Programme for International Student Assessment* (PISA). Permasalahan yang dialami pada beberapa Sekolah Dasar Kecamatan Muara Dua pada saat ini terkait dengan kurangnya kepedulian untuk membantu tenaga pengajar lainnya, permasalahan ini sudah menjadi rahasia umum yang dapat kita jumpai di beberapa SD Kecamatan Muara Dua . Tujuan penelitian ini untuk melihat pengaruh *organizational commitment*, *job satisfaction*, dan *organizational culture* terhadap *organizational citizenship behavior* guru pada sekolah dasar di kota lhokseumawe. Metode penelitian menggunakan analisis regresi linear berganda dan juga pengujian hipotesis dengan menggunakan SPSS. Hasil Penelitian ini menunjukkan bahwa Komitmen Organisasi, Kepuasan Kerja, dan Budaya Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) guru pada Sekolah Dasar di Kota Lhokseumawe. Hal ini berarti semakin tinggi komitmen, kepuasan, serta budaya organisasi yang positif, maka semakin besar pula kecenderungan guru untuk menunjukkan perilaku OCB dalam bentuk loyalitas, kerjasama, dan kontribusi di luar tugas formal. Hasil penelitian ini mengimplikasikan bahwa pihak sekolah perlu memperkuat komitmen organisasi guru melalui kejelasan visi-misi dan penghargaan atas dedikasi mereka. Selain itu, peningkatan kepuasan kerja dapat dilakukan dengan menciptakan lingkungan kerja yang kondusif, pemberian penghargaan yang adil, serta hubungan yang harmonis antar guru.

Kata Kunci : *Organizational Commitment*, *Job Satisfaction*, dan *Organizational Culture Terhadap Organizational Citizenship Behavior*

ABSTRACT

Name : Khairul Munawar
Study Programme : Management
Title : The Influence of Organizational Commitment, Job Satisfaction, and Organizational Culture on Teachers Organizational Citizenship Behavior in Elementary Schools in Lhokseumawe City

The quality of a country's human resources is reflected in the education sector, which serves as one of the key assets of human capital investment. This is demonstrated by the Education Quality Survey published by the Programme for International Student Assessment (PISA). The current issue faced by several elementary schools in Muara Dua District relates to the lack of concern among teachers in assisting their colleagues—an issue that has become a common phenomenon observed in many elementary schools within the district. The purpose of this study is to examine the influence of organizational commitment, job satisfaction, and organizational culture on teachers' organizational citizenship behavior (OCB) in elementary schools in Lhokseumawe City. The research method employed multiple linear regression analysis and hypothesis testing using SPSS. The findings indicate that organizational commitment, job satisfaction, and organizational culture have a positive and significant effect on teachers' OCB in elementary schools in Lhokseumawe. This implies that the higher the commitment, satisfaction, and positive organizational culture, the greater the tendency for teachers to display OCB in the form of loyalty, cooperation, and contributions beyond their formal duties. The results also suggest that schools need to strengthen teachers' organizational commitment through clear vision and mission statements as well as recognition of their dedication. Furthermore, job satisfaction can be improved by creating a conducive work environment, providing fair rewards, and fostering harmonious relationships among teachers.

Keywords: Organizational Commitment, Job Satisfaction, dan Organizational Culture Terhadap Organizational Citizenship Behavior