

ABSTRAK

Sandika Kusnadi (2024) PENGARUH *LEADERSHIP* DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* (OCB) TERHADAP KINERJA PEGAWAI (STUDI PADA KANTOR DINAS PENDIDIKAN KOTA TERNATE).

Tujuan penelitian ini adalah (1) Untuk mengetahui dan menganalisis pengaruh *Leadership* Terhadap Kinerja Pegawai Kantor Dinas Pendidikan kota Ternate.(2) Untuk mengetahui dan menganalisis pengaruh *Organizational Citizenship Behaviour* (OCB) terhadap Kinerja Pegawai Kantor Dinas Pendidikan Kota Ternate.(3) untuk mengetahui dan menganalisis pengaruh *Leadership* dan *Organizational Citizenship Behaviour* (OCB) terhadap Kinerja Pegawai Kantor Dinas Pendidikan Kota Ternate. Jenis penelitian ini menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah Pegawai Kantor Dinas pendidikan Kota Ternate. Jumlah sampel dalam penelitian ini adalah 80 responden dan data dalam penelitian ini merupakan data primer yang diperoleh secara langsung dari kuisisioner yang telah diisi oleh responden penelitian, dan menggunakan alat bantu program SPSS 23.

Hasil dari penelitian ini menunjukkan bahwa: (1) *Leadership* berpengaruh positif terhadap kinerja Pegawai Kantor Dinas Pendidikan Kota Ternate.(2) *Organizational Citizenship Behaviour* (OCB) berpengaruh positif terhadap Kinerja Pegawai Kantor Dinas Pendidikan Kota Ternate.(3) *Leadership* Dan *Organizational Citizenship Behaviour* (OCB) berpengaruh positif terhadap Kinerja Pegawai Kantor Dinas Pendidikan Kota Ternate.

Kata Kunci: *Leadership Dan Organizational Citizenship Behaviour (OCB).*

ABSTRACT

Sandika Kusnadi (2024) THE INFLUENCE OF LEADERSHIP AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) ON EMPLOYEE PERFORMANCE (STUDY AT TERNATE CITY EDUCATION OFFICE).

The purpose of this research is (1) To determine and analyze the influence of Leadership on the Performance of Ternate City Education Service Office Employees. (2) To determine and analyze the influence of Organizational Citizenship Behavior (OCB) on the Performance of Ternate City Education Office Employees. (3) To determine and analyzing the influence of Leadership and Organizational Citizenship Behavior (OCB) on the Performance of Ternate City Education Office Employees. This type of research uses a quantitative approach. The population in this study were employees of the Ternate City Education Office. The number of samples in this study was 80 respondents and the data in this study was primary data obtained directly from questionnaires that had been filled in by research respondents, and using SPSS 23 program tools.

The results of this research show that: (1) Leadership has a positive effect on the performance of Ternate City Education Service Office Employees. (2) Organizational Citizenship Behavior (OCB) has a positive effect on the Performance of Ternate City Education Office Office Employees. (3) Leadership and Organizational Citizenship Behavior (OCB) has a positive effect on the performance of Ternate City Education Office Employees.

Keywords: *Leadership and Organizational Citizenship Behavior (OCB)*