

**PENGARUH KEPEMIMPINAN SEKOLAH DAN KEADILAN
PROSEDURAL TERHADAP CITIZENSHIP BEHAVIOR
(Studi Kausal Terhadap Guru Sekolah Menengah Atas Di Jakarta
Timur)**

Dara Herdiyati Novianjani

Email: daraherdiyati@gmail.com

ABSTRAK

Citizenship behavior adalah salah satu faktor terpenting yang dapat mendukung tujuan sekolah, dapat dipengaruhi oleh faktor kepemimpinan maupun keadilan yang dirasakan oleh seorang guru di sekolah. Penelitian ini bertujuan untuk memberikan informasi tentang pengaruh kepemimpinan sekolah dan keadilan prosedural terhadap *citizenship behavior*. Survei kausal melibatkan 91 guru sebagai sampel dipilih menggunakan *Simple Random Sampling* (SRS). Ada tiga instrumen yang dikembangkan untuk mengukur *citizenship behavior* (32 item) dengan reliabilitas 0,916, kepemimpinan sekolah (40 item) dengan reliabilitas 0,938 dan keadilan prosedural (26 item) dengan reliabilitas 0,893. Data dianalisis menggunakan regresi, korelasi, dan analisis jalur. Hasil analisis menunjukkan bahwa kepemimpinan sekolah dan keadilan prosedural memiliki pengaruh langsung dan signifikan terhadap *citizenship behavior* guru. Keadilan prosedural tidak dapat dikatakan sebagai variabel mediasi yang baik bagi kepemimpinan sekolah dan *citizenship behavior*. Oleh karena itu, untuk meningkatkan *citizenship behavior* guru, faktor seperti kepemimpinan sekolah dan keadilan prosedural perlu dipertimbangkan.

Kata kunci: Kepemimpinan sekolah, keadilan prosedural, *citizenship behavior*, manajemen sekolah

**THE EFFECT OF SCHOOL LEADERSHIP AND PROCEDURAL
JUSTICE ON CITIZENSHIP BEHAVIOR**
(a Causal Study of Senior High School Teacher's in East Jakarta)

Dara Herdiyati Novianjani

Email: daraherdiyati@gmail.com

ABSTRACT

Citizenship behavior is one of the most important factors that can support the objectives of schools, may be affected by leadership factor or justice felt by a teacher in the school. The research aimed at finding out information about the effect of school leadership and procedural justice on citizenship behavior. A causal survey used involving 91 teachers as sample selecting by Simple Random Sampling (SRS). There were three instruments developed to measure citizenship behavior (32 items) with reliability .916, school leadership (40 items) with reliability .938 and procedural justice (26 items) with reliability .893. Data were analyzed using regression, correlation, and path analysis. The results of the analysis showed that school leadership and procedural justice has a direct effect and significant citizenship behavior of teachers. Procedural justice cannot be said as the best-mediated variable between school leadership and citizenship behavior. Therefore, to improve the teacher's citizenship behavior, factors such as school leadership and procedural justice to be taken into account.

Keywords: *school leadership, procedural justice, citizenship behavior, school of management*