

# **PENGARUH EFEKTIVITAS MANAJERIAL, BUDAYA SEKOLAH, KOMUNIKASI INTERPERSONAL, DAN KOMITMEN KERJA TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) GURU SEKOLAH MENENGAH KEJURUAN NEGERI KOTA BEKASI**

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## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh efektivitas manajerial, budaya sekolah, komunikasi interpersonal, dan komitmen kerja pada *Organizational Citizenship Behavior* (OCB). Penelitian ini menggunakan penelitian kuantitatif dengan metode survei yang dilakukan di Sekolah Menengah Kejuruan Negeri, kota Bekasi dan menggunakan teknik analisis jalur untuk interpretasi data. Data dikumpulkan melalui kuesioner yang didistribusikan di antara 134 responden yang mewakili 201 guru. Analisis dan interpretasi data menunjukkan bahwa: (1) tidak ada pengaruh langsung efektivitas manajerial terhadap OCB guru, (2) terdapat pengaruh langsung positif budaya sekolah terhadap OCB guru, (3) terdapat pengaruh langsung positif komunikasi interpersonal terhadap OCB guru, (4) terdapat pengaruh langsung positif komitmen kerja terhadap OCB guru, (5) terdapat pengaruh langsung efektivitas manajerial terhadap komitmen kerja guru, (6) terdapat pengaruh langsung positif budaya sekolah terhadap komitmen kerja guru, (7) terdapat pengaruh langsung positif komunikasi interpersonal terhadap komitmen kerja guru, (8) terdapat pengaruh langsung positif budaya sekolah terhadap komunikasi interpersonal, dan (9) terdapat pengaruh langsung positif budaya sekolah terhadap efektivitas manajerial. Variabel yang memiliki pengaruh paling kuat terhadap OCB adalah budaya sekolah. Oleh karena itu, untuk meningkatkan OCB guru, maka budaya sekolah, komunikasi antarpribadi, dan komitmen kerja harus ditingkatkan.

Kata Kunci: efektivitas manajerial, budaya sekolah, komunikasi interpersonal, komitmen kerja, *organizational citizenship behavior*

**THE EFFECT OF MANAGERIAL EFFECTIVENESS, SCHOOL CULTURE,  
INTERPERSONAL COMMUNICATION, AND WORK COMMITMENT ON  
TEACHERS ORGANIZATIONAL CITIZENSHIP BEHAVIOR AT STATE  
VOCATIONAL HIGH SCHOOL, BEKASI CITY**

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**ABSTRACT**

*The research aims to investigate and analyze the effect of managerial effectiveness, school culture, interpersonal communication, and work commitment on teachers organizational citizenship behavior (OCB). It employs a quantitative research with a survey method conducted at State Vocational High School, Bekasi city and uses the path analysis technique for data interpretation. The data was collected through questionnaire distributed among 134 respondents representing 201 teachers. The data analysis and interpretation indicate that: (1) there is no direct effect of managerial effectiveness on teacher OCB, (2) there is a positive direct effect of school culture on teacher OCB, (3) there is a positive direct effect of interpersonal communication on teacher OCB, (4) there is a positive direct effect of work commitment on teacher OCB, there is direct effect of managerial effectiveness on teacher work commitment, (6) there is a positive direct effect of school culture on teacher work commitment, (7) there is a positive direct effect of interpersonal communication on teacher work commitment, there is a positive direct effect of school culture on interpersonal communication, and (9) there is a positive direct effect of school culture on managerial effectiveness. The variable that has the strongest influence on OCB is school culture. Therefore to improve teachers organizational citizenship behavior, then school culture, interpersonal communication, and work commitment should be improved.*

*Keywords:* managerial effectiveness, school culture, interpersonal communication, work commitment, organizational citizenship behavior