

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh budaya kerja islami dan kepemimpinan terhadap kinerja guru dengan *organizational citizenship behaviour* sebagai variable intervening (Studi pada guru SMK Muhammadiyah Banyuwangi). Jumlah sampel penelitian ini adalah 184 responden. Teknik analisis yang digunakan adalah Structural Equation Model (SEM) dengan menggunakan WarpPLS 7.0. Hasil analisis data menunjukkan bahwa variabel budaya kerja islami berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*, variabel kepemimpinan berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*, variabel budaya kerja islami berpengaruh positif dan signifikan terhadap kinerja guru, variabel kepemimpinan berpengaruh positif dan signifikan terhadap kinerja guru, variabel kepemimpinan berpengaruh positif dan signifikan terhadap kinerja guru, budaya kerja islami berpengaruh terhadap kinerja guru melalui *organizational citizenship behaviour*, kepemimpinan berpengaruh terhadap kinerja guru melalui *organizational citizenship behaviour*.

Kata Kunci: budaya kerja islami, kepemimpinan, kinerja guru dan *organizational citizenship behavior*.

ABSTRACT

The purpose of this study was to determine the effect of Islamic work culture and leadership on teacher performance with organizational citizenship behavior as an intervening variable (Study on Teachers of Banyuwangi Muhammadiyah Vocational School). The number of samples in this study were 184 respondents. The analysis technique used is the Structural Equation Model (SEM) using WarpPLS 7.0. The results of the data analysis show that the variable islamic work culture has a positive and significant effect on organizational citizenship behavior, the leadership variable has a positive and significant effect on organizational citizenship behavior, the variable islamic work culture has a positive and significant effect on teacher performance, leadership variable has a positive and significant effect on teacher performance, leadership variable has a positive and significant effect on teacher performance, islamic work culture influences teacher performance through organizational citizenship behavior, leadership influences teacher performance through organizational citizenship behavior.

Keywords: *Islamic work culture, leadership, teacher performance and organizational citizenship behavior*

