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Title and Abstract

Title THE ROLE OF ORGANIZATIONAL CULTURE AND PROFESSIONALISM IN IMPROVING LECTURER PERFORMANCE WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR BASED ON SPIRITUAL (OCBOS) AS INTERVENING VARIABLES

Abstract The role of lecturers is very important in improving the performance of tertiary institutions. The performance of tertiary institutions can be seen from the university accreditation scores in certain periods. This study aims to analyze and determine the direct and indirect effects of organizational culture (X1) and professionalism (X2) on performance through organizational citizenship behavior based on spirituality (Z) as an intervening variable at Muhammadiyah University in East Java. The population in this study were all lecturers teaching at Muhammadiyah University in East Java (UM Surabaya, UM Gresik, UM Ponorogo, UM Jember, UM Sidoarjo), totaling 1,242 people. This study determined a sample of 200 lecturers using the proportional simple random sampling method. Data analysis used descriptive statistical analysis and Structural Equation Modeling (SEM) -AMOS and the Sobel test. The results showed that organizational culture had no significant positive effect on lecturer performance. Lecturer professionalism has a significant positive impact on performance. Organizational culture has a significant positive effect on spiritual-based OCB. Lecturer professionalism has a positive effect on spiritual-based OCB. Spiritual-based OCB has a significant positive effect on performance. Organizational culture has a significant effect on performance through spiritual-based OCB. Lecturer professionalism has a significant effect through spiritual-based OCB on performance.

Indexing

Keywords Organizational Culture; Professionalism; Spiritual-Based Organizational Citizenship Behavior; Lecturer Performance

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Authors

Name	Trias Sotiyowati
Affiliation	Universitas Muhammadiyah Jember
Country	Indonesia
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Affiliation	Universitas Muhammadiyah Jember
Country	Indonesia
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Name	Wenny Murtalining Tyas
Affiliation	Universitas Muhammadiyah Jember
Country	Indonesia
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Name	Nurul Qomariah
Affiliation	Universitas Muhammadiyah Jember
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Reviewer A:

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Paragraf 2. Alasan penelitian dilakukan terkait fenomena dan teori2 terkait

Paragraf 3. Alasan pemilihan Objok

Paragraf 4. Kesenjangan/GAP Penelitian

Paragraf 5. 1-2 kalimat Ringkasan GAP, 1-2 kalimat novelty/kebaruan, 1-2 kalimat manfaat penelitian, dan diakhiri dengan tujuan terperinci yang nanti untuk isi dari kesimpulan.

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pisahkan bab kesimpulan, saran, dan batasan

hilangkan () dalam penulisan tahun dan gunakan format huruf besar di awal kata saja bukan all caps

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Nurul Oomariah <nurulqomariah@unruhember.ac.id> Sel, 4 Jul 2023, 20:10

kepada Angga ▾

Dear Editor JAM,
Kami kirimkan Author Identity dan Statement Letter, an Trias Setyowati Penulis 1. Revisi segera kami kirim.
Regards,
Nurul Q

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