

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui secara langsung maupun tidak langsung pengaruh *organizational citizenship behavior (OCB)*, kepemimpinan, karakteristik individu terhadap Kinerja Guru melalui kompetensi sebagai variabel *intervening* pada SMK Swasta di Kabupaten Bondowoso. Jumlah sampel penelitian ini adalah 110. Teknik analisis yang digunakan adalah WarpPLS 2.0. Hasil analisis data menunjukkan bahwa variabel *organizational citizenship behavior* berpengaruh positif terhadap kompetensi, kepemimpinan tidak berpengaruh positif terhadap kompetensi, karakteristik individu berpengaruh positif terhadap kompetensi, *organizational citizenship behavior* berpengaruh positif terhadap Kinerja Guru, kepemimpinan berpengaruh positif terhadap Kinerja Guru, karakteristik individu tidak berpengaruh positif terhadap Kinerja Guru, kompetensi tidak berpengaruh positif terhadap Kinerja Guru, *organizational citizenship behavior* berpengaruh positif terhadap Kinerja Guru melalui kompetensi, kepemimpinan berpengaruh positif terhadap Kinerja Guru melalui kompetensi, karakteristik individu tidak berpengaruh positif terhadap Kinerja Gurumelalui kompetensi.

Kata Kunci : *Organizational Citizenship Behavior (OCB)*, Kepemimpinan, Karakteristik Individu, Kompetensi dan Kinerja Guru



ABSTRACT

The purpose of this study was to determine directly or indirectly the effect of organizational citizenship behavior (OCB), leadership, individual characteristics on employee performance through competence as an intervening variable in private vocational schools in Bondowoso Regency. The number of samples of this study was 110. The analysis technique used was WarpPLS 2.0. The results of data analysis show that the organizational citizenship behavior variable has a positive effect on competence, leadership has no positive effect on competence, individual characteristics have a positive effect on competence, organizational citizenship behavior has a positive effect on employee performance, leadership has a positive effect on employee performance, individual characteristics have no positive effect on employee performance. Employee performance, competence has no positive effect on employee performance, organizational citizenship behavior has a positive effect on employee performance through competence, leadership has a positive effect on employee performance through competence, individual characteristics have no positive effect on employee performance through competence.

Keywords: *Organizational Citizenship Behavior (OCB), Leadership, Individual Characteristics, Competence and Employee Performance.*

