

**PENGARUH *LOCUS OF CONTROL* DAN PERSEPSI DUKUNGAN
ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP
BEHAVIOR* GURU SMP NEGERI 3 BANJAR**

Oleh

Dina Febrina Damanik

NIM. 2117041059

Program Studi Manajemen

ABSTRAK

Penelitian ini mempunyai tujuan untuk menguji pengaruh *locus of control* dan persepsi dukungan organisasi terhadap *organizational citizenship behavior* pada guru SMP Negeri 3 Banjar. Metode yang dipakai pada penelitian ini adalah metode kuantitatif dengan teknik analisis regresi linear berganda. Teknik pengambilan sampel yang dipakai adalah sampling jenuh dengan sampel berjumlah 42 orang. Data dikumpulkan dengan menggunakan kuesioner dan diuji melalui aplikasi SPSS versi 27. Hasil dari penelitian ini menunjukkan bahwa: (1) *Locus of control* secara parsial berpengaruh positif terhadap *organizational citizenship behavior* guru SMP Negeri 3 Banjar. (2) Persepsi dukungan organisasi secara parsial berpengaruh positif terhadap *organizational citizenship behavior* guru SMP Negeri 3 Banjar. (3) *Locus of control* dan persepsi dukungan organisasi secara simultan berpengaruh positif terhadap *organizational citizenship behavior* guru SMP Negeri 3 Banjar. Hasil penelitian ini mengutarakan *locus of control* dan persepsi dukungan organisasi berpengaruh positif dan bermakna terhadap *organizational citizenship behavior*. Hal ini dapat diterapkan kepada pihak organisasi terkait untuk meningkatkan *locus of control* dan persepsi dukungan organisasi. *Locus of control* dan persepsi dukungan organisasi yang baik, maka akan memicu peningkatan perilaku *organizational citizenship behavior*.

Kata Kunci: *locus of control*, persepsi dukungan organisasi, *organizational citizenship behavior*.

**THE INFLUENCE OF LOCUS OF CONTROL AND PERCEIVED
ORGANIZATIONAL SUPPORT ON TEACHERS' ORGANIZATIONAL
CITIZENSHIP BEHAVIOR AT SMP NEGERI 3 BANJAR**

By

Dina Febrina Damanik

Student ID: 2117041059

Management Study Program

ABSTRACT

This study aimed to examine the influence of locus of control and perceived organizational support on the organizational citizenship behavior (OCB) of teachers at SMP Negeri 3 Banjar. This research employed a quantitative approach using multiple linear regression analysis. The sampling technique used was saturated sampling, with a total of 42 respondents. Data were collected through questionnaires and analyzed using SPSS version 27. The results of this study revealed that: (1) Locus of control has a positive and significant partial influence on the organizational citizenship behavior of teachers at SMP Negeri 3 Banjar. (2) Perceived organizational support has a positive and significant partial influence on the organizational citizenship behavior of teachers at SMP Negeri 3 Banjar. (3) Locus of control and perceived organizational support simultaneously have a positive and significant influence on the organizational citizenship behavior of teachers at SMP Negeri 3 Banjar. These findings suggest that locus of control and perceived organizational support significantly and positively affect organizational citizenship behavior. Therefore, organizations are encouraged to enhance both locus of control and perceived organizational support to foster higher levels of OCB among teachers.

Keywords: locus of control, perceived organizational support, organizational citizenship behavior.