

RINGKASAN

Penelitian ini mengambil judul: “Kepuasan Kerja Sebagai Variabel Mediasi Antara *Self Leadership* Terhadap *Organizational Citizenship Behavior* (Studi Pada Guru Sma Islam Al Azhar 9 Yogyakarta)”. Tujuan penelitian ini adalah untuk mengetahui pengaruh *self leadership* terhadap kepuasan kerja dan *organizational citizenship behavior* guru di organisasi atau perusahaan. Metode yang digunakan adalah survey dengan jumlah responden yang diambil dalam penelitian ini sebanyak 32 responden. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, regresi berganda, sobel test, dan pengujian hipotesis.

Berdasarkan hasil penelitian dan analisis data menggunakan Regresi Berganda menunjukkan bahwa: (1) *Self Leadership* berpengaruh terhadap Kepuasan Kerja (2) *Self leadership* berpengaruh terhadap *Organizational Citizenship Behavior*. (3) Kepuasan Kerja berpengaruh terhadap *Organizational Citizenship Behavior*. (4) Kepuasan Kerja memediasi *Self Leadership* terhadap *Organizational Citizenship Behavior*.

Implikasi dari penelitian ini adalah upaya pelatihan secara terus-menerus untuk melatih jiwa mandiri, merasa bebas dari tekanan sehingga kepuasan kerja akan meningkat jika guru sudah didukung dan difasilitasi untuk kepentingan organisasi. Penataan ulang ruang guru agar tidak tersekat-sekat akan mempermudah guru mengakomodir sikap *self leadership* yang dimilikinya. Tersedianya kesempatan belajar dan meningkatkan kemampuan, terjaminnya kesehatan seluruh anggota keluarga akan mampu memberikan rasa puas dan guru ikut merasa memiliki Yayasan. Secara rutin Yayasan dapat saling bertukar pendapat melalui evaluasi guna mempersiapkan jika terjadi perubahan-perubahan dalam organisasi.

Kata Kunci: *self leadership*, kepuasan kerja, *organizational citizenship behavior*

SUMMARY

This research takes the title: "Job Satisfaction as a mediating variable for self leadership against organizational citizenship behavior (Study at teacher's of Islamic High School Al Azhar 9 Yogyakarta)". The purpose of this study was to determine the effect of self leadership to job satisfaction and organizational citizenship behavior in the organization or the company. The method used is a survey with the number of respondents in this study as many as 32 respondents. The analysis used is the test of validity, reliability test, multiple regression, sobel test, and hypothesis testing.

Based on the results of research and data analysis using Multiple Regression shows that: (1) Self Leadership have an effect on to Job Satisfaction. (2) Self Leadersip affects Organizational Citizenship Behavior. (3) Job Satisfaction affects Organizational Citizenship Behavior. (4) Job Satisfaction mediates Self Leadership on Organizational Citizenship Behavior.

The implications of this study are job satisfaction will increased when teachers has been supported and facilitated by organization, and continuous training efoorts to train an independent soul, feel free from pressure. Rearranging the teacher's room so that it doesn't become insulted will make it easier for the teacher to accommodate the self leadership attitudes he has. Availability of learning and capacity building opportunities, guaranteed health of all family members will be able to provide satisfaction and teachers feel that they have a foundation. Routinely, foundation can exchange opinions through evaluastions to prepare for exchanges in the organization.

Keywords: *self leadership, job satisfaction, organizational citizenship behavior*