

ABSTRAK

Dalam studi ini memiliki tujuan untuk menguji dan menganalisis Organizational Citizenship Behavior (OCB) dipengaruhi oleh motivasi kecerdasan emosional dan kecerdasan spiritual. Dalam upaya peningkatkan kualitas sumber daya manusia pada organisasi seperti Organizational Citizenship Behaviour, maka faktor-faktor yang perlu diperhatikan yaitu Motivasi, Kecerdasan Emosional, Dan Kecerdasan Spiritual. Populasi penelitian ini yakni semua guru tetap Yayasan Al-Khusna Sidoarjo, jumlah sampel penelitian ini 51 menggunakan sampel jenuh. Analisis data dalam penelitian ini menggunakan uji validity, reliability, serta untuk pengujian hipotesi menggunakan uji regresi linear berganda, uji t, dan uji F. berdasarkan hasil pengujian diketahui Motivasi, Kecerdasan Emosional, Dan Kecerdasan Spiritual berpengaruh terhadap Organizational Citizenship Behaviour secara parsial maupun simultan.

Kata kunci : Organizational Citizenship Behaviour, Motivasi, Kecerdasan Emosional, Dan Kecerdasan Spiritual

ABSTRACT

In this study have the goal to test and analyze Organizational Citizenship Behavior (OCB) influenced by the motivation of emotional intelligence and spiritual intelligence. In the effort to improve the quality of human resources in organizations such as Organizational Citizenship Behaviour, the factors that need to be considered are motivation, emotional intelligence, and Spiritual intelligence. The population of this research is all teachers of Al-Khusna Sidoarjo Foundation, the number of research samples 51 using saturated samples. The analysis of the data in this study used validity testing, reliability, as well as for hypothesis testing using multiple linear regression tests, T-tests, and F-tests based on testing results known to motivation, emotional intelligence, and Spiritual intelligence to influence Organizational Citizenship Behaviour partially or simultaneously.

Keywords: Organizational Citizenship Behaviour, motivation, emotional intelligence, and Spiritual intelligence