Correlation Between Organizational Citizenship Behavior and Leadership Orientation In Primary Teachers of Holy Angels School

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ABSTRACT

School is not only an organization which associated with delivering formal education, but it is also a place for a source of livelihood to people. One available from of occupation in school is a teacher who are directly teaching and dealing with the student learning process. For that reason, it is required for a teacher to have a strong leadership aspect. In the Holy Angels primary school, Teacher’s leadership become the cause of increasing number of absent students, weariness and reduced confidence level of students to teachers. However, on the other hand, it is found a group of other class who did not experiences with those leadership problems. Through REGRESSION ANALYSIS method, the author wanted to find a correlation between Organizational Citizenship Behavior with its five dimentions and Oriented Leadership with two dimentions (Consideration and Initiating Structure) between those two variables and differences among these two groups. The results through that method are the Oriented Leadership Relationship Dimention in A group is higher than in B group. The differences of them are caused by the ages of subjects, the experiences of subjects, Gender of subjects and observation reports from the author before did the research. This research used two tests to got the data in Holy Angels Primary School, one for Organizational Citizenship Behavior and one for Leadership Oriented.

Key Words : Organizational Citizenship Behavior, Oriented Leadership (Consideration and Initiating Structure), A Group and B Group.