

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui apakah terdapat pengaruh antara kepemimpinan transformasional, Organizational Citizenship Behavior terhadap kepuasan kerja dan kinerja guru di kabupaten Pekalongan. Pengumpulan data dilakukan dengan teknik purposive sampling dan didapatkan sampel sebanyak 94 guru yang masih berstatus honorer, data diperoleh dengan kuesioner. Penelitian ini menggunakan alat analisis regresi berganda. Hasil dari penelitian ini menunjukkan bahwa variabel kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kepuasan kerja, Organizational Citizenship Behavior berpengaruh positif dan signifikan terhadap kepuasan kerja, kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja guru, Organizational Citizenship Behavior berpengaruh positif dan signifikan terhadap kinerja guru, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja guru honorer SD di Pekalongan.

Kata Kunci : *Kepemimpinan transformasional, Perilaku ekstra peran (Organizational Citizenship Behavior), kepuasan kerja, Kinerja Guru.*

ABSTRACT

The purpose of this study was to determine whether there is influence between transformational leadership, Organizational Citizenship Behavior on job satisfaction and performance of human resources in the district of Pekalongan. The data collecting by using purposive sampling and obtained a sample of 94 teachers are still a temporary, the data obtained by questionnaire. This study uses multiple regression analysis. Results from this study showed that the variables of leadership transformational positive and significant effect on job satisfaction, Organizational Citizenship Behavior (OCB) positive and significant effect on job satisfaction, leadership transformational positive and significant effect on the performance of teachers, Organizational Citizenship Behavior positive and significant effect on teachers performance, job satisfaction have a positive and significant effect on the performance of teachers' honorarium elementary school in Pekalongan.

Keywords : *Transformational leadership, Extra role behavior (Organizational Citizenship Behavior), job satisfaction, performance teachers.*