

# Pengaruh appreciative leadership, organizational climate, dan perceived organizational support terhadap organizational citizenship behavior karyawan di Fakultas Kedokteran Universitas Indonesia = The influence of appreciative leadership, organization climate and perceived organizational support against organizational citizenship behavior

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## Abstrak

Untuk dapat bertahan, organisasi bukan hanya membutuhkan karyawan berkinerja, tetapi karyawan yang memiliki sikap Organizational Citizenship Behavior. Banyak faktor yang mempengaruhi dan meningkatkan sikap Organizational Citizenship Behavior diantaranya adalah Appreciative Leadership, Organizational Climate dan Perceived Organizational Support.

Tujuan penelitian ini adalah menjelaskan pengaruh Appreciative Leadership terhadap Organizational Citizenship Behavior, menjelaskan pengaruh Appreciative Leadership terhadap Organizational Climate, menjelaskan pengaruh Appreciative Leadership terhadap Perceived Organizational Support, menjelaskan pengaruh Organization Climate terhadap Organizational Citizenship Behavior dan menjelaskan pengaruh Perceived Organizational Support terhadap Organizational Citizenship Behavior.

Pendekatan penelitian ini adalah penelitian kuantitatif. Responden penelitian ini adalah pegawai di Fakultas Kedokteran Universitas Indonesia. Data dikumpulkan melalui kuesioner kepada 245 pegawai di Fakultas Kedokteran Universitas Indonesia. Analisis pengolahan data menggunakan pendekatan Structural Equation Modelling SEM , melalui perangkat lunak SmartPLS 3.

Hasil penelitian menunjukkan bahwa Appreciative Leadership berpengaruh terhadap Organizational Climate dan Perceived Organizational Support dan Organization Climate berpengaruh terhadap Organizational Citizenship Behavior. Sedangkan Appreciative Leadership terhadap Organizational Citizenship Behavior tidak memiliki pengaruh dan Perceived Organizational Support juga tidak memiliki pengaruh terhadap Organizational Citizenship Behavior. Apabila melalui mediasi Organizational Climate pengaruh tidak langsung , Appreciative Leadership berpengaruh terhadap Organizational Citizenship Behavior.

To survive, the organization not only requires employees to perform, but employees who have an attitude Organizational Citizenship Behavior. Many factors that influence and improve the attitude of Organizational Citizenship Behavior include Appreciative Leadership, Organizational Climate and Perceived Organizational Support.

The purpose of this study is to explain the effect of Appreciative Leadership on Organizational Citizenship Behavior, to explain the effect of Appreciative Leadership on Organizational Climate, to explain the effect of Appreciative Leadership on Perceived Organizational Support, to explain the effect of Organization Climate on Organizational Citizenship Behavior and to explain the effect of Perceived Organizational Support to Organizational Citizenship Behavior.

The approach of this research is quantitative research. Respondents of this research are employees at the Faculty of Medicine, University of Indonesia. Data were collected through questionnaires to 245 employees at the Faculty of Medicine, University of Indonesia. Analysis of data processing using Structural Equation Modeling SEM approach, through SmartPLS 3 software.

The results showed that Appreciative Leadership has an effect on Organizational Climate and Perceived Organizational Support and Organization Climate influencing Organizational Citizenship Behavior. While Appreciative Leadership on Organizational Citizenship Behavior has no influence and Perceived Organizational Support also has no effect on Organizational Citizenship Behavior. If through mediation Organizational Climate indirect influence , Appreciative Leadership effect on Organizational Citizenship Behavior. </i>