

PROCEEDING

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Towards a New Indonesia Business Architecture

Sub Theme:

“Crisis Management: Key to Sustainable Business Development”

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The 8th NCFB Towards a New Indonesia Business Architecture
"Crisis Management: Key to Sustainable Development of Business"
Fakultas Bisnis dan Pasca Sarjana UKWMS
29 September 2015

PEMAKALAH SESI PARALEL

SESSION 2					
14.45 - 16.15					
RUANG A 202 - SUMBER DAYA MANUSIA DAN ORGANISASIONAL					
No	Kode Paper	Pemakalah	Judul	Institusi	Moderator
1	SO 01	Julius Nagel	<i>Capita Selecta</i> Seputar Kepemimpinan (3)	Fakultas Bisnis UKWM Surabaya	Prof. Dr. Teman Koesmono, MM
2	SO 03	Veronika A. Srimulyani Sri Rustiyaningsih	Kepemimpinan yang Melayani dan Pengaruhnya terhadap Kinerja Guru SMA dan SMK Swasta di Kota dan Kabupaten Madiun dengan <i>Employee Engagement</i> dan Perilaku Ekstra-Peran sebagai Pemediasi	Unika Widya Mandala Madiun	

**KEPEMIMPINAN YANG MELAYANI DAN PENGARUHNYA
TERHADAP KINERJA GURU SMA DAN SMK SWASTA DI KOTA
DAN KABUPATEN MADIUN DENGAN *EMPLOYEE ENGAGEMENT*
DAN PERILAKU EKSTRA-PERAN SEBAGAI PEMEDIASI**

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ABSTRACT

The purpose of this research is to test the following: (1) the influence of servant leadership on employee engagement and extra-role behavior or Organizational Citizenship Behavior (OCB) of teachers; (2) the influence of employee engagement to OCB and teacher performance; and (3) the effect of servant leadership on teacher performance with employee engagement and OCB as mediating factor. The sample in this research are permanent teachers at particular high schools in Madiun City and Madiun District. The sampling method is convenience sampling. The collection of primary data is by cross sectional using questionnaires. Respondents in this study are permanent teachers from 27 high schools in Madiun City and Madiun District. Total sample are 319 permanent teachers. The analysis used is simple regression analysis, multiple regression analysis, and path analysis. The results of path analysis show that: (1) servant leadership has significant positive effect on employee engagement and OCB; (2) employee engagement has significant positive effect on OCB and teacher performance; (3) OCB has significant positive effect on the teacher performance; 4) employee engagement and OCB mediated by the relationship between servant leadership with teacher performance.

Keywords: Servant Leadership, Employee Engagement, OCB, Teacher Performance