

# **ANALYSIS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR, ORGANIZATIONAL CULTURE, COMMUNICATION AND LEADERSHIP STYLE ON THE PERFORMANCE OF GROWING HOPE TEACHER**

## **ABSTRACT**

Teacher performance is the ability shown by the teacher in carrying out his duties or work. Performance is said to be good and satisfactory if the goals achieved are in accordance with predetermined standards. The teacher is one of the most important components in driving an education such as a school. Teacher performance as a reference material to see whether the teacher has carried out his duties properly. Teacher performance is the achievement of results or abilities achieved in carrying out duties and responsibilities.

This research was conducted with the aim of knowing the effect of Organizational Citizenship Behavior, Organizational Culture, Communication and Leadership Style on the Performance of Growing Hope Teachers. The population and sample in this study were all Growing Hope teachers. Data collection techniques were carried out by interviewing and submitting questionnaires to respondents. The technical analysis in this research is descriptive qualitative. The results of this study indicate that Organizational Citizenship Behavior and Leadership Style have an effect on Teacher Performance, while Organizational Culture and Communication have no effect on Growing Hope Teacher Performance.

**Keywords: Teacher Performance, Organizational Citizenship Behavior, Organizational Culture, Communication and Leadership Style**