

ABSTRAK

PENGARUH BUDAYA ORGANISASI BERBASIS SPIRITUALITAS IGNATIAN, *PSYCHOLOGICAL WELL-BEING*, DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* GURU DI SMA KOLESE DE BRITTO

Josua Nico Manurung
Universitas Sanata Dharma
2026

Penelitian ini bertujuan untuk menganalisis pengaruh Budaya Organisasi Berbasis Spiritualitas Ignatian, *Psychological Well-Being*, dan *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* (OCB) guru di SMA Kolese De Britto.

Metode yang digunakan dalam penelitian ini adalah pendekatan kuantitatif eksplanatori dengan desain *cross-sectional*. Populasi penelitian adalah seluruh guru SMA Kolese De Britto. Teknik penarikan sampel menggunakan teknik sampling jenuh dengan jumlah responden sebanyak 43 guru. Pengumpulan data dilakukan melalui penyebaran kuesioner, sedangkan analisis data menggunakan teknik regresi linear berganda.

Hasil penelitian menunjukkan bahwa Budaya Organisasi Berbasis Spiritualitas Ignatian, *Psychological Well-Being*, dan *Perceived Organizational Support* dapat digunakan sebagai prediktor *Organizational Citizenship Behavior* guru di SMA Kolese De Britto. Budaya Organisasi Berbasis Spiritualitas Ignatian berpengaruh positif terhadap *Organizational Citizenship Behavior*. *Psychological Well-Being* berpengaruh positif terhadap *Organizational Citizenship Behavior*. Sementara itu, *Perceived Organizational Support* tidak berpengaruh terhadap *Organizational Citizenship Behavior*. Temuan penelitian ini mengindikasikan bahwa perilaku *Organizational Citizenship Behavior* (OCB) guru lebih banyak dipengaruhi oleh internalisasi nilai-nilai Spiritualitas Ignatian dalam budaya organisasi serta kondisi kesejahteraan psikologis guru dibandingkan oleh persepsi guru terhadap dukungan organisasi.

Kata kunci: *organizational citizenship behavior*, budaya organisasi, Spiritualitas Ignatian, *psychological well-being*, *perceived organizational support*, guru.

ABSTRACT

**THE INFLUENCE OF IGNATIAN SPIRITUALITY-BASED
ORGANIZATIONAL CULTURE, PSYCHOLOGICAL WELL-BEING, AND
PERCEIVED ORGANIZATIONAL SUPPORT ON TEACHERS'
ORGANIZATIONAL CITIZENSHIP BEHAVIOR AT SMA KOLESE DE
BRITTO**

Josua Nico Manurung
Sanata Dharma University
2026

This study aims to analyze the influence of ignatian spirituality-based organizational culture, psychological well-being, and perceived organizational support on teachers' organizational citizenship behavior (OCB) at SMA Kolese De Britto.

This study employed a quantitative explanatory approach with a cross-sectional research design. The population consisted of all teachers at SMA Kolese De Britto. A saturated sampling technique was employed, involving 43 teachers as respondents. Data were collected through a questionnaire and analyzed using multiple linear regression analysis.

The findings indicate that Ignatian Spirituality-Based Organizational Culture, Psychological Well-Being, and Perceived Organizational Support can be used as predictors of teachers' Organizational Citizenship Behavior at SMA Kolese De Britto. Ignatian Spirituality-Based Organizational Culture has a positive influence on Organizational Citizenship Behavior. Psychological Well-Being also has a positive influence on Organizational Citizenship Behavior. Meanwhile, Perceived Organizational Support does not have a significant influence on Organizational Citizenship Behavior. The findings suggest that teachers' Organizational Citizenship Behavior is more strongly influenced by the internalization of Ignatian spiritual values within the organizational culture and by teachers' psychological well-being than by teachers' perceptions of organizational support.

Keywords: *organizational citizenship behavior, organizational culture, Ignatian Spirituality, psychological well-being, perceived organizational support, teachers.*