

cultural differences and differences in the types of businesses where the research is conducted.

Conclusions servant leadership has a positive and significant influence on organizational citizenship behavior in this study in line with the statement that:

1) Servant leadership is said to be more conducive to organizational citizenship behavior because of its more attention on the development of subordinates, community development, authentic leadership and shared leadership (Sendjaya et .al, 2008)

2) The service from the leader to the people they lead, will result in the reciprocal service of these people to their leaders (Winston, 2003, in Hussain & Ali, 2012)

3) The motives of servant leaders will influence the emergence of service behavior and stewardship of the people they lead (Stone, et al, 2004, in Hussain & Ali, 2012).

ABSTRAK

Pengaruh Nilai Personal dan *Servant Leadership* terhadap *Organizational Citizenship Behavior* di Fakultas Perikanan dan Kelautan Universitas Airlangga

Ida Asri Prastiwi

Tujuan dari penelitian ini adalah untuk menganalisis dan memperoleh bukti empiris terkait dengan pengaruh nilai personal dan *servant leadership* terhadap *organizational citizenship behavior* di Fakultas Perikanan dan Kelautan Universitas Airlangga.

Penelitian dilakukan pada tenaga pendidik dan tenaga kependidikan di lingkungan Fakultas Perikanan dan Kelautan Universitas Airlangga yang telah bekerja di Fakultas Perikanan dan Kelautan Universitas Airlangga minimal 1 tahun. Teknik pengumpulan data dalam penelitian ini adalah dengan melakukan penyampaian kuesioner secara langsung. Alat analisis statistika yang digunakan adalah *Partial Least Square*.

Berdasarkan hasil analisis dan pembahasan, maka dihasilkan simpulan: 1) Nilai *benevolence* dan nilai *power* memiliki pengaruh positif dan signifikan terhadap *organizational citizenship behavior*, sementara nilai *self-direction*, nilai *achievement*, dan nilai *security* memiliki pengaruh negatif dan signifikan terhadap *organizational citizenship behavior*; 2) *Servant leadership* memiliki pengaruh positif dan signifikan terhadap *organizational citizenship behavior*.

Kata kunci : Nilai Personal, *Servant Leadership*, *Organizational Citizenship Behavior*

ABSTRACT

Effect of Personal Value and Servant Leadership on Organizational Citizenship Behavior at the Faculty of Fisheries and Marine Universitas Airlangga

Ida Asri Prastiwi

The aim of this study is to analyze and obtain empirical evidence related to the influence of personal values and servant leadership on organizational citizenship behavior at the Faculty of Fisheries and Marine Universitas Airlangga.

The study was conducted on lecturers and educational staff in the Faculty of Fisheries and Marine Universitas Airlangga who have worked at the Faculty of Fisheries and Marine Universitas Airlangga for at least 1 year. Data collection techniques in this study is to deliver a questionnaire directly. The statistical analysis tool used is Partial Least Square.

Based on the results of the analysis and discussion, conclusions are generated: 1) The value of benevolence and the value of power have a significant positive effect on organizational citizenship behavior, while the value of self-direction, achievement value, and security value have a significant negative effect on organizational citizenship behavior; 2) Servant leadership has a significant positive effect on organizational citizenship behavior

Keywords: Personal Values, Servant Leadership, Organizational Citizenship Behavior