INFLUENCE OF LEADERSHIP BENEVOLENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR THROUGH MEDIATION OF TRUST

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Abstract— This study was conducted to examine the effect of benevolent leadership (ethics sensitivity, spirituality, positive engagement, community response) to the OCB, either directly, or through the mediation of trust.
The study was based on a survey of 200 respondents. Respondents were used in this study came from SKPD scope of the Department of Education and Culture in Kendari. The research data used the data are cross sections so it is possible perception of respondents is different because of the time and place, so it is advisable to research will be able to use time series. Statistical Package for the Social Sciences used to test the hypothesis.
The results showed that ethics proxy sensitivity of benevolent leadership has significant positive effect on OCB. Trust mediates the relationship between ethics sensitivity and OCB. Spirituality proxy of benevolent leadership has no effect on OCB. Trust mediates the relationship between spirituality and OCB. Involvement proxy of Benevolent leadership has positive and no effect on OCB. Trust does not mediate the association between positive engagement and OCB. Leadership benevolent proxy of community response had no effect on OCB. Trust mediates the relationship between community response and OCB. Trust has significant positive effect on OCB.

Keywords— Benevolent Leadership, Sensitivity of Ethics, Spirituality, Positive Engagement, Community Response, Trust, Organizational Citizenship Behavior.

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