

## **ABSTRACT**

*This study aims to analyze the effect of servant leadership on employee performance through Organizational Citizenship Behavior as a mediator, a study conducted at Pondok Pesantren Modern Selamat Kendal. This study uses data sources that contain primary data obtained through the distribution of research questionnaires and secondary data through journals, books, and relevant data obtained from reliable sources / trusted institutions.*

*Data collection was carried out by distributing questionnaires to the teachers of Pondok Pesantren Modern Selamat Kendal and sampling of 119 respondents was obtained. The data analysis technique used in this research is the Partial Least Square (PLS) approach.*

*The results showed that the servant leadership had a positive and significant effect on employee performance with Organizational Citizenship Behavior as an intervening variable and servant leadership directly had a positive and significant effect on employee performance.*

*Keyword : Servant Leadership, Organizational Citizenship Behavior, Employee Performance, Pondok Pesantren Modern Selamat Kendal*