

## ABSTRAK

**HUBUNGAN ANTARA KOMITMEN ORGANISASI DENGAN  
ORGANIZATIONAL CITIZENSHIP BEHAVIOR  
DI PT. PERCETAKAN BALI**

I Ketut Wijaya Kusuma  
Universitas Sanata Dharma Yogyakarta  
2007

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dengan OCB di PT. Percetakan Bali. Hipotesis yang diajukan adalah ada hubungan positif antara komitmen organisasi dengan OCB. Dan hipotesis tambahan adalah ada hubungan positif antara komitmen organisasi dengan komponen-komponen OCB (*Altruism, Courtesy, Conscientiousness, Sportmanship, dan Civic virtue*).

Subjek penelitian adalah karyawan di PT. Percetakan Bali yang masa kerjanya 2 tahun keatas. Jumlah subjek dalam penelitian ini sebanyak 50 orang. Pengumpulan data dilakukan melalui penyebaran skala komitmen organisasi dan skala OCB. Koefisien reliabilitas dari skala komitmen organisasi adalah 0.9207, sedangkan untuk skala OCB sebesar 0.8832.

Untuk mengetahui hubungan antara komitmen organisasi dengan OCB digunakan teknik korelasi Spearman rho. Koefisien korelasi yang diperoleh dalam penelitian ini adalah 0.170 pada taraf signifikansi ( $p$ ) 0.119. Koefisien korelasi antara komitmen dengan *altruism* adalah 0.212 ( $p < 0.01$ ), komitmen dengan *Courtesy* diperoleh nilai sebesar 0.060 ( $p < 0.01$ ), komitmen dengan *Conscientiousness* sebesar 0.253 ( $p < 0.01$ ), dan untuk korelasi antara komitmen dengan *Sportmanship* memiliki koefisien 0.301 ( $p < 0.01$ ), sedangkan untuk korelasi antara komitmen dengan *Civic virtue* memiliki koefisien sebesar 0.363 ( $p < 0.01$ ). Hal ini berarti tidak ada hubungan yang positif antara komitmen organisasi dengan OCB. Hubungan yang positif juga tidak ditemukan antara komitmen organisasi dengan komponen-komponen OCB (*Altruism, Courtesy, Conscientiousness, Sportmanship, dan Civic virtue*).

**ABSTRACT**  
**THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT**  
**AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR**  
**AT PT. PERCETAKAN BALI**

I Ketut Wijaya Kusuma  
Sanata Dharma University Yogyakarta  
2007

This research aimed at knowing the relationship between organizational commitment and OCB at PT. Percetakan Bali. Hypotesa presented were that there was a positive relationship between the organizational commitment and OCB. Moreover, the additional hypothesis was that there was a positive relationship between organizational commitment and the component of OCB (Altruism, Courtesy, Conscientiousness, Sportsmanship, and Civic virtue).

The subjects of this research were the employees at PT. Percetakan Bali whose working experiences were more than two years. The total of the subject in this research was 50 employees. Gathering data was done by distributing a scale of organizational commitment and OCB. The reliability coefficient of organizational commitment is 0.9207, meanwhile the reliability coefficient of OCB is 0.8832.

Spearman rho correlation technique was used to measure the relationship between the organizational commitment and OCB. Correlation coefficient which was resulted from this research was 0.170 in level of significant ( $p$ ) 0.119. The correlation coefficient between organizational commitment and altruism was 0.212 ( $p < 0.01$ ), and the correlation coefficient between organizational commitment and courtesy was 0.060 ( $p < 0.01$ ), and the correlation coefficient between organizational commitment and conscientiousness was 0.253 ( $p < 0.01$ ), also the correlation coefficient between organizational commitment and sportsmanship was 0.301 ( $p < 0.01$ ), meanwhile the correlation coefficient between organizational commitment and civic virtue was 0.363 ( $p < 0.01$ ). It means that there was no positive relationship between the organizational commitment and OCB. Also, the researcher didn't find positive relationship between organizational commitment and the components of OCB (Altruism, Courtesy, and Conscientiousness, Sportsmanship, and Civic virtue).