

Abstrak

Hubungan Persepsi terhadap Iklim Organisasi dan *Organizational Citizenship Behavior*

Penelitian ini bertujuan untuk mengetahui apakah ada hubungan antara persepsi terhadap iklim organisasi dengan *organizational citizenship behavior*. Hipotesa yang diajukan adalah ada hubungan positif antara persepsi terhadap iklim organisasi dengan *organizational citizenship behavior*.

Subjek pada penelitian ini adalah karyawan tetap Universitas Sanata Dharma. Jumlah subjek penelitian adalah 70 orang. Pengumpulan data dalam penelitian ini menggunakan skala persepsi terhadap iklim organisasi dan skala *organizational citizenship behavior*. Koefisien reliabilitas yang diperoleh dari hasil penelitian adalah 0,961 untuk skala persepsi terhadap iklim organisasi dan 0,874 untuk skala OCB I sedangkan skala OCB O memiliki koefisien 0,723.

Metode analisis data yang digunakan adalah analisis korelasi *Product Moment Pearson*. Sedangkan perhitungan dilakukan dengan *Statistical Product and Service Solution (SPSS) for Window versi 12.0*. Koefisien korelasi yang diperoleh sebesar 0,682 dengan taraf signifikansi 0,01 (1-tailed) untuk variabel persepsi terhadap iklim organisasi dan OCB I. Sedangkan variabel persepsi terhadap iklim organisasi dan OCB O diperoleh koefisien korelasi sebesar 0,517. Hal ini berarti bahwa ada hubungan positif yang signifikan antara persepsi terhadap iklim organisasi dan *organizational citizenship behavior*.

Kata kunci: persepsi terhadap iklim organisasi, *organizational citizenship behavior*, dan karyawan tetap Universitas Sanata Dharma

Abstract***Correlation between Perception of Organizational Climate and Organizational
Citizenship Behavior***

This research was aimed to find out the correlation between perception of organizational climate and organizational citizenship behavior. The research hypothesis was positive correlation between perception of organizational climate and organizational citizenship behavior.

The research subjects were employees of Sanata Dharma University. Numbers of the research subjects were 70 people. The data were collected by perception of organizational climate scale and organizational citizenship behavior scale. Reliability coefficient from the research result was 0,961 for perception of organizational climate scale, and 0,874 for OCB I scale whereas for OCB O scale was 0,723.

The method of data analysis was the Pearson's Product Moment Correlation. All of the computations was conducted by *Statistical Product and Service Solution (SPSS) for Window version 12.0*. The correlation coefficient was 0,682 at the level significant 0, 01 (1-tailed) for perception of organizational climate and OCB I whereas correlation coefficient for perception of organizational climate and OCB O was 0,517 at the level significant 0, 01 (1-tailed). It means there was positive correlation which is significant between perception of organizational climate and organizational citizenship behavior.

Keywords: perception of organizational climate, organizational citizenship behavior, and employee's of Sanata Dharma University.