HUBUNGAN ANTARA KEPUASAN KERJA DENGAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)

Maria Stella Viany da Silva

ABSTRAK

Penelitian korelasi ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dengan *Organizational Citizenship Behavior* (OCB). Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan positif antara kepuasan kerja dengan *Organizational Citizenship Behavior* (OCB). Subyek penelitian ini adalah 60 orang karyawan PT. Unimitra Pacifik Kharisma, Jakarta Barat yang telah bekerja selama lebih dari 1 tahun. Alat pengumpulan data yang digunakan terdiri skala kepuasan kerja dan skala *Organizational Citizenship Behavior* (OCB). Koefisien reliabilitas diperoleh dengan teknik *Alpha Cronbach* dengan nilai 0,890 pada skala kepuasan kerja, 0,826 pada skala OCB-O dan 0,845 pada skala OCB-I. Data dianalisis dengan menggunakan teknik korelasi *Pearson Product Moment*. Hasil analisis data menunjukkan koefisien korelasi (r) sebesar 0,247 pada skala OCB-O dan 0,336 pada skala OCB-I dengan nilai p = 0,00 (p<0,01) yang berarti bahwa Ho ditolak, Ha diterima. Kesimpulan dari penelitian in yaitu bahwa ada hubungan positif antara kepuasan kerja dengan OCB (OCB-O dan OCB-I)

Kata kunci : Kepuasan Kerja, *Organizational Citizenship Behavior* (OCB)

THE RELATION BETWEEN JOB SATISFACTION AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)

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ABSTRACT

This correlational research was aimed to determine the relationship between job satisfaction with Organizational Citizenship Behavior (OCB). The hypothesisof this research was that there was a positive relationship between job satisfaction with Organizational Citizenship Behavior (OCB). The subjects of the research were 60 employees of PT. Unimitra Pacific Kharisma, west Jakarta, who has worked for more 1 year. Data collection tool that was used consists of job satisfaction scale and the scale of OCB. reliability coefficient was found by Alpha Cronbach technique with value 0,890 of job satisfaction scale, 0,826 of OCB-O scale and 0,845 of OCB-I scale. Data was analyzed by correlation technique Pearson Product Momen. Results of the data analysis showed the correlation coefficient (r) 0,247 of OCB-O scale and 0,336 of OCB-I scale with value of $p=0,00$ $(p<0,01)$ that means Ho is rejected, Ha accepted. Conclusions of this research was that there was a positive relationship between job satisfaction with OCB (OCB-O and OCB-I)

Keywords : Job Satisfaction, Organizational Citizenship Behavior (OCB)

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