

PLAGIAT MERUPAKAN TINDAKAN TIDAK TERPUJI

HUBUNGAN ANTARA PERSEPSI TERHADAP DUKUNGAN ORGANISASI DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi terhadap dukungan organisasi dan *organizational citizenship behavior*. Hipotesis dalam penelitian ini adalah adanya hubungan positif antara persepsi terhadap dukungan organisasi dan *organizational citizenship behavior*. Subyek dalam penelitian ini adalah 75 karyawan yang terdiri dari 39 subyek pria dan 36 subyek wanita, yang bekerja di sebuah Universitas dengan kriteria bekerja sebagai karyawan administrasi dan laboratorium yang sudah berstatus karyawan tetap. Penelitian ini menggunakan teknik SPSS (*Statistical Product & Service Solution*) versi 16.0 untuk menganalisis data penelitian. Skala persepsi terhadap dukungan organisasi berjumlah 29 item memiliki nilai reliabilitas sebesar 0,932 dan skala *organizational citizenship behavior* yang berjumlah 41 item memiliki nilai reliabilitas sebesar 0,938. Hal ini menunjukkan bahwa reliabilitas kedua alat ukur ini memiliki konsistensi yang tinggi karena angka koefisien reliabilitasnya mendekati 1. Metode analisis data yang digunakan adalah analisis korelasi *Product Moment Pearson*. Analisis data mengindikasikan adanya korelasi positif antara persepsi terhadap dukungan organisasi dan *organizational citizenship behavior*. Hasilnya ditunjukkan dengan nilai sebesar 0,503 pada taraf signifikansi 0,01 dengan probabilitas 0,000 ($p < 0,01$). Hal tersebut menunjukkan bahwa ada hubungan yang positif dan signifikan antara persepsi terhadap dukungan organisasi dan *organizational citizenship behavior*.

Kata kunci: *persepsi terhadap dukungan organisasi, organizational citizenship behavior*

PLAGIAT MERUPAKAN TINDAKAN TIDAK TERPUJI

THE CORRELATION BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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ABSTRACT

This research aimed at knowing the perceived organizational support relation to organizational citizenship behavior. This research hypothesis stated here was positive relationship between perceived organizational support and organizational citizenship behavior. Subject of this research were 75 employees consisting of 39 subjects of man and 36 subjects of women who worked at an University in administration and laboratory division and as legal employee. This research used the technique of SPSS (Statistical Product & Service Solution) 16.0 to analyze the data in research. The scale of perceived organizational support with 29 items had the value of reliability was 0,932 and the scale of organizational citizenship behavior with 41 items had the value of reliability was 0,938. This result indicated that the reliability of two measuring tools had the high consistency because the coefficient value of reliability in the both scale was near by 1. The method of data analysis was the Pearson's Product Moment Correlation. Data analysis indicated that there was a positive correlation between perceived organizational support and organizational citizenship behavior. It's result was showed by the value as large as 0,503 at 0,01 level of significance. It meant that there was a positive and significant relationship between perceived organizational support and organizational citizenship behavior.

Key words: perceived organizational support, organizational citizenship behavior