

**HUBUNGAN ANTARA KEPUASAN KERJA DAN
ORGANIZATINAL CITIZENSHIP BEHAVIOR
PADA SPA TERAPIS DI YOGYAKARTA**

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ABSTRAK

Penelitian ini bertujuan untuk meneliti hubungan antara kepuasan kerja dan *Organizational Citizenship Behavior* (OCB) pada spa terapis di Yogyakarta. Variabel bebas dari penelitian ini adalah kepuasan kerja dan variabel tergantungnya adalah *Organizational Citizenship Behavior*. Hipotesis yang diajukan dalam penelitian ini ada hubungan positif antara kepuasan kerja dan *Organizational Citizenship Behavior*. Penelitian ini menggunakan subyek sejumlah 61 spa terapis di Yogyakarta yang telah bekerja selama lebih dari 1 tahun. Alat pengumpulan data yang digunakan yaitu (1) skala kepuasan kerja dan (2) skala *Organizational Citizenship Behavior*. Skala kepuasan kerja memiliki koefisien reliabilitas *Alpha Cronbach* (α) sebesar 0,932 dari 28 item, sedangkan skala *Organizational Citizenship Behavior* memiliki koefisien reliabilitas *Alpha Cronbach* (α) sebesar 0,937 dari 46 item. Data dianalisis dengan menggunakan *Pearson Product Moment*. Hasil analisis menunjukkan bahwa variabel kepuasan kerja berkorelasi secara positif dan signifikan dengan *Organizational Citizenship Behavior* yaitu ($N = 61, r = 0,654, p = 0,000 \leq 0,01$) yang berarti bahwa hipotesis diterima.

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

**THE RELATION BETWEEN JOB SATISFACTION WITH
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN SPA THERAPIST AT
YOGYAKARTA**

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ABSTRACT

The research aimed to know correlation between job satisfaction with Organizational Citizenship Behavior in spa therapist at Yogyakarta. The independent variable is job satisfaction, while the dependent variable is Organizational Citizenship Behavior. The hypothesis says that there was a positive relationship between job satisfaction with Organizational Citizenship Behavior (OCB). This research uses 61 spa therapist at Yogyakarta, who has worked for more 1 year. Data collection tool that was used consists of (1) job satisfaction scale and (2) Organizational Citizenship Behavior scale. The reliability of job satisfaction tested by using reliability coefficient Alpha Cronbach and obtained result for 0,932 of 28 items. The reliability coefficient Alpha Cronbach for Organizational Citizenship Behavior was 0,937 of 48 items. This research used correlational design, in that every subjects has asked to fill 2 scales. Data was analyzed by correlatin technique Pearson Product Moment. The result of the data analysis showed that job satisfaction is positively and significantly correlated with Organizational Citizenship Behavior $N = 61, r = 0,654, p = 0,000 \leq 0,01$) which means that the hypothesis is accepted.

Keywords : *Job Satisfaction, Organizational Citizenship Behavior (OCB)*