

**HUBUNGAN ANTARA *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*
DAN INTENSI *TURNOVER* PADA KARYAWAN**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Organizational Citizenship Behavior* dan Intensi *Turnover* pada karyawan. Hipotesis penelitian ini adalah dimensi-dimensi *Organizational Citizenship Behavior* memiliki hubungan negatif dengan intensi *turnover*. Teknik pengambilan sampel menggunakan *convenience sampling*, jumlah subjek penelitian sebanyak 259 karyawan. Subjek penelitian ini adalah karyawan dengan masa kerja maksimal 6 tahun. Metode pengumpulan data menggunakan dua jenis skala yaitu, skala *Organizational Citizenship Behavior* dan skala intensi *turnover*. Reliabilitas dari skala intensi *turnover* adalah 0,968. Reliabilitas dimensi *altruisme* adalah 0,803, reliabilitas dimensi *courtesy* adalah 0,789, reliabilitas dimensi *conscientousness* adalah 0,774, reliabilitas dimensi *sportmanship* adalah 0,758, dan reliabilitas dimensi *civic virtue* adalah 0,805. Metode analisis data dengan korelasi *Spearman Rho* karena data tidak normal. Hasil analisis menunjukkan dimensi *civic virtue* memperoleh koefisien korelasi sebesar -0,472 dengan taraf signifikansi 0,000. Dimensi *conscientousness* memperoleh koefisien korelasi sebesar -0,389 dengan taraf signifikansi 0,000. Dimensi *courtesy* memperoleh koefisien korelasi sebesar -0,341 dengan taraf signifikansi 0,000. Dimensi *altruisme* memperoleh koefisien korelasi sebesar -0,278 dengan taraf signifikansi 0,000. Dimensi yang terakhir yaitu, *sportmanship* memperoleh koefisien korelasi sebesar -0,222 dengan taraf signifikansi 0,000. Hasil ini menunjukkan dimensi-dimensi *Organizational Citizenship Behavior* memiliki hubungan negatif dan signifikan dengan intensi *turnover*.

Kata kunci: dimensi-dimensi *Organizational Citizenship Behavior*, *Organizational Citizenship Behavior*, intensi *turnover*.

**THE CORRELATION BETWEEN ORGANIZATIONAL CITIZENSHIP
BEHAVIOR AND TURNOVER INTENTION TOWARD EMPLOYEES**

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ABSTRACT

This research was aimed to find out the correlation between Organizational Citizenship Behavior and turnover intention on employees. Hypothesis of this research was that the dimensions of Organizational Citizenship Behavior have a negative correlation with turnover intention. Sample was taken by convenience sampling, total of research sample was 259 employees. Subject of this research were employee with maximal 6 years period of employment. Data were taken by using two scales, those were Organizational Citizenship Behavior scale and Turnover Intention scale. Turnover intention reliability scale is 0,968. Altruisme dimension reliability is 0,803, courtesy dimension reliability is 0,789, conscientousness dimension reliability is 0,774, sportmanship dimension reliability is 0,758, civic virtue dimension reliability is 0,805. Data were analyzed using spearman rho correlation because the data were not normal. Result of the analysis shown that civic virtue dimension was obtain coefficient correlation -0,472 with 0,000 significances. conscientiousness was obtain coefficient correlation 0,389 with 0,000 significances. Courtesy dimension was obtain coefficient correlation 0,341 with 0,000 significances. Altruisme dimension was obtain coefficient correlation 0,278 with 0,000 significances. The last dimension, namely sportmanship was obtain coefficient correlation 0,222 with 0,000 significances. The result shown dimensions of Organizational Citizenship Behavior have a negative correlation and significant with turnover intention.

Keywords: dimensions of Organizational Citizenship Behavior, Organizational Citizenship Behavior, turnover intention.