

**HUBUNGAN ANTARA DIMENSI KEPRIBADIAN *BIG FIVE* DAN OCB
(*ORGANIZATIONAL CITIZENSHIP BEHAVIOR*)**

Yohana Rida Setiawati

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara dimensi kepribadian *big five* dan OCB (*Organizational Citizenship Behavior*). Hipotesis dalam penelitian ini yaitu terdapat hubungan negatif antara *neuroticism* dan OCB, dan terdapat hubungan positif antara *extraversion*, *openness to experience*, *agreeableness*, dan *conscientiousness* dan OCB. Subjek dalam penelitian ini adalah karyawan yang berjumlah 206 subjek. Pengambilan data dilakukan dengan pengisian skala kepribadian *big five* dan skala OCB. Reliabilitas dari dimensi *neuroticism* sebesar 0,776, reliabilitas dari dimensi *extraversion* sebesar 0,788, reliabilitas dari dimensi *openness to experience* sebesar 0,605, reliabilitas dari dimensi *agreeableness* sebesar 0,709, dan reliabilitas dari dimensi *conscientiousness* sebesar 0,710. Reliabilitas dari skala OCB sebesar 0,913. Teknik analisis data menggunakan pengujian korelasi *Spearman Rho* dalam program *SPSS for windows* versi 16.0 karena sebaran data tidak normal. Hasil menunjukkan bahwa terdapat hubungan negatif dan signifikan ($r=-0,392$; $p=0,000$) antara dimensi *neuroticism* ($\bar{x}=27$; $SD=4,920$) dan OCB ($\bar{x}=106,09$; $SD=10,227$). Terdapat hubungan positif dan signifikan ($r=0,295$; $p=0,000$) antara dimensi *extraversion* ($\bar{x}=35,20$; $SD=5,453$) dan OCB ($\bar{x}=106,09$; $SD=10,227$). Terdapat hubungan positif dan signifikan ($r=0,277$; $p=0,000$) antara dimensi *openness to experience* ($\bar{x}=26,87$; $SD=3,467$) dan OCB ($\bar{x}=106,09$; $SD=10,227$). Terdapat hubungan positif dan signifikan ($r=0,499$; $p=0,000$) antara dimensi *agreeableness* ($\bar{x}=26,16$; $SD=3,407$) dan OCB ($\bar{x}=106,09$; $SD=10,227$). Terdapat hubungan positif dan signifikan ($r=0,456$; $p=0,000$) antara dimensi *conscientiousness* ($\bar{x}=26,67$; $SD=3,968$) dan OCB ($\bar{x}=106,09$; $SD=10,227$).

Kata kunci: dimensi kepribadian *big five*, OCB (*Organizational Citizenship Behavior*)

**THE RELATION BETWEEN DIMENSIONS OF BIG FIVE
PERSONALITY AND THE OCB (ORGANIZATIONAL CITIZENSHIP
BEHAVIOR)**

Yohana Rida Setiawati

ABSTRACT

This research aimed to know the relationship between dimensions of big five personality with the organizational citizenship behavior. The hypothesis in this research there was a negative relationship between neuroticism with the OCB, and there was a positive relationship between extraversion, openness to experience, agreeableness, and conscientiousness with the OCB. The amount of subjects in this research were 206 employees. Data collected by filling the big five personality scale and OCB scale. Neuroticism dimension reliability was 0.776, extraversion dimension reliability was 0.788, openness to experience dimension reliability was 0.605, agreeableness dimension reliability was 0.709, and conscientiousness dimension reliability was 0.710. OCB scale reliability was 0.913. Data was analyzed by Spearman Rho correlational testing in SPSS for windows 16.0 version because the distribution of data were abnormal. The result showed that there was a negative and significant relationship ($r=-0,392$; $p=0,000$) between neuroticism dimension ($\bar{x}=27$; $SD=4,920$) and OCB ($\bar{x}=106,09$; $SD=10,227$). There was a positive and significant relationship ($r=0,295$; $p=0,000$) between extraversion dimension ($\bar{x}=35,20$; $SD=5,453$) and OCB ($\bar{x}=106,09$; $SD=10,227$). There was a positive and significant relationship ($r=0,277$; $p=0,000$) between openness to experience dimension ($\bar{x}=26,87$; $SD=3,467$) and OCB ($\bar{x}=106,09$; $SD=10,227$). There was a positive and significant relationship ($r=0,499$; $p=0,000$) between agreeableness dimension ($\bar{x}=26,16$; $SD=3,407$) and OCB ($\bar{x}=106,09$; $SD=10,227$). There was a positive and significant relationship ($r=0,456$; $p=0,000$) between conscientiousness dimension ($M=26,67$; $SD=3,968$) and OCB ($\bar{x}=106,09$; $SD=10,227$).

Keywords: dimension of big five personality, (OCB) Organizational Citizenship Behavior