

***THE DIFFERENCE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(OCB) BETWEEN PERMANENT WORKER AND CONTRACT WORKER AT
HOTEL X***

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ABSTRACT

The objectives of this research was to find whether there is a distinctive Organizational Citizenship Behavior (OCB) between regular employee and contract worker at X Hotel or not. The subject of this research was all of X Hotel employees that officially bound by Certain Period Employment Contract and Employment Contract for an Unspecified period of time. The number of the subject in this research were 66 employees that was divided into 33 regular employees and 33 temporary workers. Data collected by using OCB scale which consisted of 23 items of conscientiousness, altruism, civic virtue, sportsmanship, and courtesy aspects. Based on the result of the research data, reliability coefficient of the research scale was 0,794. This research data was analyzed by using independent sample T-test. P value for t-test on the contract worker and permanent worker was about 0,016-0,926 ($p < 0,05$). The result of the research showed that there was no significant difference organizational citizenship behavior on the contract worker and permanent worker at Hotel X.

Key words : *Organizational Citizenship Behavior (OCB), Certain Period Employment Contract, and Employment Contract for an Unspecified Period of Time.*

**PERBEDAAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)
ANTARA KARYAWAN TETAP DAN KARYAWAN KONTRAK HOTEL X**

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ABSTRAK

Tujuan dari penelitian ini untuk melihat ada atau tidak perbedaan *Organizational Citizenship Behavior* (OCB) antara karyawan tetap dan karyawan kontrak Hotel X. Subjek dalam penelitian ini adalah seluruh karyawan Hotel X yang secara sah terikat dalam Perjanjian Kerja Waktu Tertentu (PKWT) dan Perjanjian Kerja Waktu Tidak Tertentu (PKWTT). Jumlah subjek yang diambil dalam penelitian ini sebanyak 66 karyawan, yang terbagi atas 33 karyawan tetap dan 33 karyawan kontrak. Pengumpulan data menggunakan skala OCB yang terdiri dari 23 item dengan aspek *conscientiousness*, *altruism*, *civic virtue*, *sportsmanship*, dan *courtesy*. Berdasarkan hasil pengambilan data, didapatkan reliabilitas skala sebesar 0,794. Analisis data yang digunakan dalam penelitian ini adalah *independent sample t-test*, nilai p untuk uji-t pada karyawan kontrak dan karyawan tetap bergerak dari angka 0,016 – 0,926 ($p < 0,05$). Hasil penelitian menunjukkan tidak ada perbedaan *Organizational Citizenship Behavior* antara karyawan tetap dengan karyawan kontrak pada Hotel X.

Kata kunci: *Organizational Citizenship Behavior* (OCB), Perjanjian Kerja Waktu Tertentu (PKWT), dan Perjanjian Kerja Waktu Tidak Tertentu (PKWTT).