

HUBUNGAN ANTARA *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PADA GURU BERSTATUS PNS

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* (POS) dan *organizational citizenship behavior* (OCB) pada guru berstatus PNS. Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan yang positif dan signifikan antara variabel *perceived organizational support* (POS) dengan *organizational citizenship behavior- individual* (OCB-I) dan *organizational citizenship behavior- organizational* (OCB-O) pada guru berstatus PNS. Subjek dalam penelitian ini adalah 107 guru pegawai negeri sipil (PNS) pada sekolah menengah di Kabupaten Sragen, Jawa Tengah. Pengumpulan data dilakukan dengan membagikan kuisioner penelitian yang terdiri dari skala *perceived organizational support* (POS) yang diadaptasi dari Eisenberger et al. (1986) (6 item, $\alpha = 0,846$) dan *organizational citizenship behavior- individual* (OCB-I) (13 item, $\alpha = 0,824$) dan *organizational citizenship behavior- organizational* (OCB-O) (7 item, $\alpha = 0,732$) yang diadaptasi dari Somech-Drach-Zahavy (2000). Hasil dari uji asumsi menunjukkan bahwa data memenuhi syarat linearitas, namun tidak memenuhi syarat normalitas. Oleh karena itu, analisis data yang digunakan dalam penelitian ini adalah *Spearman's rho*. Hasil ini menunjukkan bahwa terdapat korelasi positif antara *perceived organizational support* (POS) dan *organizational citizenship behavior- individual* (OCB-I) ($r = 0.280$, $p = 0.000$). Hasil yang sama juga menunjukkan bahwa terdapat korelasi antara *perceived organizational support* (POS) dan *organizational citizenship behavior- organizational* (OCB-O) ($r = 0.356$, $p = 0.002$). Hasil dari penelitian ini, semakin tinggi *perceived organizational support* (POS) maka semakin tinggi pula *organizational citizenship behavior-individual* (OCB-I) dan *organizational citizenship behavior-organizational* (OCB-O) pada guru berstatus PNS.

Kata kunci: guru PNS, *perceived organizational support* (POS), *organizational citizenship behavior* (OCB)

**CORRELATION BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT
(POS) AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
AMONG CIVIL SERVANT TEACHERS**

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ABSTRACT

This study aims to determine the relation between perceived organizational support (POS) and the organizational citizenship behavior (OCB) among civil servant teachers. The proposed hypothesis of this research was the positive correlation perceived organizational support (POS) with organizational citizenship behavior-individual (OCB-I) and organizational citizenship behavior-organizational (OCB-O) among civil servant teachers. The subjects of this study are 107 civil servant teachers of the middle school in Sragen, Central Java. The data was collected by distributing a questionnaire that consists of perceived organizational support (POS) scale that adapted from Eisenberger et al.. (1986) (6 items, $\alpha = 0,846$) and organizational citizenship behavior- individual (OCB-I) (13 items, $\alpha = 0,824$) and organizational citizenship behavior- organizational (OCB-O) (7 items, $\alpha = 0,732$) that adapted from Somech-Drach-Zahavy (2000). The results of the assumption test showed that the data are qualified for linearity but not eligible for normality. Therefore, the data analysis used in this study is Spearman's rho. The results showed that was positive correlation between perceived organizational support (POS) and organizational citizenship behavior-individual (OCB-I) ($r = 0.280$, $p = 0.000$). The same result also indicated by correlation between perceived organizational support (POS) and organizational citizenship behavior- organizational (OCB-O) ($r = 0.356$, $p = 0.002$). The result of the research, that the higher perceived organizational support (POS), also will be the higher organizational citizenship behavior-individual (OCB-I) and organizational citizenship behavior-organizational (OCB-O) toward civil servant teachers.

Keywords: *civil servant teacher, perceived organizational support (POS), organizational citizenship behavior (OCB)*