

HUBUNGAN ANTARA PSYCHOLOGICAL SAFETY AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA KARYAWAN KONTRAK PT X

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ABSTRAK

Penelitian ini bertujuan untuk melihat hubungan antara *psychological safety* dan *organizational citizenship behavior* (OCB) pada karyawan kontrak PT X. Hipotesis yang diajukan dalam penelitian ini adalah (a) terdapat hubungan positif dan signifikan antara *self psychological safety* dan *organizational citizenship behavior* (OCB) pada karyawan kontrak PT X, (b) terdapat hubungan positif dan signifikan antara *other psychological safety* dan *organizational citizenship behavior* (OCB) pada karyawan kontrak PT X. Partisipan penelitian ini adalah karyawan kontrak PT X yang berjumlah 69 orang. Skala yang digunakan dalam penelitian ini merupakan skala *organizational citizenship behavior* (OCB) dan skala *psychological safety* (*self psychological safety* dan *other psychological safety*). Reliabilitas skala dalam penelitian ini adalah skala *organizational citizenship behavior* (OCB) dengan koefisien reliabilitas sebesar 0,841. Skala *self psychological safety* memiliki koefisien reliabilitas sebesar 0,836. Selanjutnya skala *other psychological safety* memiliki koefisien reliabilitas sebesar 0,683. Pengujian hipotesis menggunakan teknik analisis non parametrik karena syarat uji normalitas tidak terpenuhi. Hasil analisis menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *self psychological safety* dan OCB ($r = 0,637$, $p = 0,000$). Kemudian, hasil menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *other psychological safety* dan OCB ($r = 0,405$, $p = 0,01$).

Kata Kunci: *organizational citizenship behavior* (OCB), *Self psychological safety*, *Other psychological safety*, *Psychological safety*

THE CORRELATION BETWEEN PSYCHOLOGICAL SAFETY AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) ON CONTRACT EMPLOYEES AT PT X

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ABSTRACT

This research aimed to find the correlation between psychological safety and organizational citizenship behavior (OCB) on PT X's contract employees. The hypothesis in this research (a) there was a positive significant correlation between self psychological safety and organizational citizenship behavior (OCB) on PT X contract employees, and (b) there was a positive significant correlation between other psychological safety and organizational citizenship behavior (OCB) on PT X contract employees. The amount of participants for this research is 69 PT X contract employees. The measurement tool that is used for this research organizational citizenship behavior's scale and psychological safety's scale (self-psychological safety and other psychological safety). The measurement reliability in this research is 0.841 for organizational citizenship behavior's scale. Self psychological safety's scale measurement reliability is 0.836. Next, other psychological safety's scale measurement reliability is 0.683. Hypothese trial is done using non-parametic analysis because the normality requirement are not fulfilled. The analysis results show that there is positive and significant correlation between self psychological safety and OCB ($r = 0.637, p = 0.000$). The results show that there is positive and significant correlation between other psychological safety and OCB ($r = 0.405, p = 0.01$).

Keywords: *organizational citizenship behavior (OCB), self-psychological safety, other psychological safety, psychological safety*