

HUBUNGAN ANTARA PROKRASTINASI AKTIF DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN

Ermy Charlin Barus

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara prokrastinasi aktif dan *organizational citizenship behavior* pada karyawan. Hipotesis penelitian ini adalah terdapat hubungan antara variabel prokrastinasi aktif dengan *organizational citizenship behavior* pada karyawan. Penelitian ini adalah penelitian kuantitatif korelasional dengan teknik survei dan pengumpulan data menggunakan survei *online*. Pemilihan sampel dilakukan menggunakan *convenience sampling*. Partisipan dalam penelitian ini berjumlah 151 karyawan tetap maupun kontrak. Instrumen penelitian yang digunakan dalam penelitian ini adalah dua skala terjemahan, yaitu skala terjemahan *New Active Procrastination Scale* (NAPS) untuk mengukur prokrastinasi aktif dan skala terjemahan *Organizational Citizenship Behavior Scale* (OCBS) untuk mengukur *organizational citizenship behavior*. Uji coba skala menghasilkan koefisien reliabilitas skala prokrastinasi aktif sebesar 0,82 dan skala *organizational citizenship behavior* sebesar 0,87. Hipotesis penelitian dianalisis menggunakan uji korelasi non-parametrik *Product moment pearson correlation* karena kedua variabel berdistribusi secara normal dan linear. Hasil uji menunjukkan terdapat hubungan yang positif dan signifikan antara prokrastinasi aktif dan *organizational citizenship behavior* pada karyawan ($r = 0,193; p = 0,017$)

Kata kunci : prokrastinasi aktif, *organizational citizenship behavior*, karyawan

**RELATIONSHIP BETWEEN ACTIVE PROCRASTINATION
AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR ON EMPLOYEE**

Ermy Charlin Barus

ABSTRACT

This research aims to determine the relationship between active procrastination and organizational citizenship behaviour on employee. The hypotesis proposed in this research is a correlation between active procrastination and organizational citizenship behaviour on employee. The research method employed was a correlational quantitative research survey method and collected data using online survey. Sampling was chosen using convenience sampling. Participant of the current research were 151 employees, including permanent employee and contract employee. There was two instruments used in this research, translate scale of New Active Procrastination Scale (NAPS) to measure active procrastination and translate scale of Organizational Citizenship Behavior Scale (OCBS) to measure organizational citizenship behavior. The try out provide the reliability coefficient on the active procrastination scale of 0,82 and organizational citizenship behavior scale of 0,87. The researchers tested the hypotesis using Product moment pearson correlation non-parametric because the variable have distribution normal and linear. The finding revealed that there was a positive and significant correlation between active procrastination and organizational citizenship behaviour on employee ($r = 0,193$; $p = 0,017$)

Keywords : active procrastination, organizational citizenship behavior, employee

