

ABSTRAK

**PERBEDAAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*
PADA KARYAWAN YANG BEKERJA DI UNIVERSITAS
SANATA DHARMA BERDASARKAN STATUS KERJA**

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Penelitian ini memiliki tujuan untuk: (1) mencari apakah ada perbedaan OCB antara karyawan tetap dan tidak tetap yang bekerja di-Universitas Sanata Dharma; (2) untuk mengetahui seberapa tinggi OCB karyawan tetap yang bekerja di-Universitas Sanata Dharma.; (3) untuk mengetahui seberapa tinggi OCB karyawan tidak tetap yang bekerja di-Universitas Sanata Dharma; (4) Untuk mengetahui butir item skala *Organizational Citizenship Behavior* mana saja yang tidak optimal (rendah) yang dapat diusulkan sebagai topik bimbingan.

Jenis penelitian ini adalah penelitian kuantitatif yang memiliki desain penelitian komparatif. Subjek sebanyak 95 karyawan kebersihan kampus Mrican dan Paingan Universitas Sanata Dharma. Ada 44 karyawan tetap dan 51 karyawan tidak tetap. Instrumen penelitian memanfaatkan skala likert sebanyak 55 pernyataan dengan 4 alternatif jawaban. Penelitian dilakukan melalui *Google Form*. Uji validitas yang menggunakan validitas isi dan akan dinilai dengan profesional oleh dosen pembimbing. Uji validitas memperlihatkan bahwa ada 49 item yang valid dan 6 item yang tidak valid, dan uji reliabilitas termasuk kategori tinggi. Uji perbedaan digunakan untuk melihat signifikansi antar kelompok

Hasil penelitian yang didapatkan: 1) Berdasarkan proses penelitian, terdapat perbedaan signifikan antara karyawan tetap dan tidak tetap; 2) hasil deskripsi tingkat OCB karyawan tetap 5% berkategori sangat tinggi, 66% berkategori tinggi, 30% berkategori sedang, 0% pada kategori rendah dan sangat rendah; 3) hasil deskripsi tingkat OCB karyawan tidak tetap 22% berkategori sangat tinggi, 69% berkategori tinggi, 10% berkategori sedang, 0% berkategori rendah dan sangat rendah; 4) Menurut analisis skor item tingkat OCB karyawan diperoleh 8% item dikategori sangat tinggi, 73% item berada pada kategori tinggi, 18% item berkategori sedang, dan 0% item dikategori rendah dan sangat rendah.

Kata kunci: *Organizational Citizenship Behavior*, karyawan tetap, karyawan tidak tetap.

ABSTRACT

***DIFFERENCES IN ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF
EMPLOYEES WORKING AT SANATA DHARMA UNIVERSITY BASED
ON WORK STATUS***

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This research aims to: (1) investigate whether there is a difference in Organizational Citizenship Behavior (OCB) between permanent and non-permanent employees working at Sanata Dharma University; (2) determine the level of OCB among permanent employees at Sanata Dharma University; (3) assess the level of OCB among non-permanent employees at Sanata Dharma University; (4) identify which items on the Organizational Citizenship Behavior scale that are not optimal (low) and could be proposed as topics for guidance programs.

This type of research is quantitative research that has a comparative research design. The research subjects consisted of 95 cleaning staff from the Mrican and Paingan campuses of Sanata Dharma University. There are 44 permanent employees and 51 non-permanent employees. The research instrument utilized a Likert scale consisting of 55 statements with 4 alternative answers. This research was conducted by using Google Forms. The validity test used is content validity and will be assessed by a professional, specifically the supervising lecturer. The validity test shows that there are 49 valid items and 6 invalid items, and the reliability test falls into the high category. A difference test is used to see the significance between groups.

The results are: 1) Based on the research process, there is a significant difference between permanent and non-permanent employees; 2) the descriptive results of the OCB level of permanent employees show that 5% are categorized as very high, 66% as high, 30% as moderate, and 0% in the low and very low categories; 3) the descriptive results of the OCB level of non-permanent employees show that 22% are categorized as very high, 69% as high, 10% as moderate, and 0% in the low and very low categories; 4) According to the analysis of OCB item scores for employees, 8% of items are categorized as very high, 73% of items are in the high category, 18% of items are categorized as moderate, and 0% of items are in the low and very low categories.

Keywords: Organizational Citizenship Behavior, permanent employees, non-permanent employees.