

**HUBUNGAN ANTARA *TEAM MEMBER EXCHANGE* DENGAN
DIMENSI *ORGANIZATIONAL CITIZENSHIP BEHAVIOR***

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *team member exchange* (*TMX*) dengan dimensi-dimensi *organizational citizenship behavior* (*OCB*). Penelitian ini melibatkan subjek yakni karyawan sebanyak 119 orang yang terdiri dari 63 subjek laki-laki dan 56 subjek perempuan. Instrumen penelitian ini menggunakan skala kualitas *TMX* yang terdiri dari 10 item dengan reliabilitas $\alpha = 0.864$ dan skala *OCB* yang terdiri dari 35 item dengan reliabilitas $\alpha = 0.921$. Metode statistik yang digunakan untuk menganalisis data penelitian ini adalah *Spearman Rho* karena distribusi data salah satu skala tidak normal. Hasil analisis menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *TMX* ($M=46.41$, $SD=5.889$) dengan 4 dimensi *OCB* yaitu *altruism* ($N=119$, $r= 0.635$, $p=0.000$), *courtesy* ($N=119$, $r=0.421$, $p=0.000$), *civic virtue* ($N=119$, $r= 0.450$, $p=0.000$), dan *conscientiousness* ($N=119$, $r=0.214$, $p=0.010$). Artinya, semakin tinggi *TMX* seorang karyawan, maka *altruism* ($M=26.13$, $SD=4.050$), *courtesy* ($M=32.66$, $SD=3.740$), *civic virtue* ($M=31.36$, $SD=3.868$), dan *conscientiousness* ($M=22.93$, $SD=2.797$) juga akan semakin tinggi. Namun, hasil penelitian juga menunjukkan bahwa tidak terdapat hubungan yang positif dan signifikan ($N=119$, $r=0.141$, $p=0.063$) antara *TMX* ($M=46.41$, $SD=5.889$) dengan *sportsmanship* ($M=30.07$, $SD=3.799$).

Kata kunci: *Team member exchange*, dimensi, *organizational citizenship behavior*.

**THE RELATIONBETWEEN TEAM MEMBER EXCHANGE WITH THE
DIMENSIONS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR**

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ABTRACT

This research was aims to understand the relationship between team member exchange (TMX) with the dimensions of organizational behavior citizenship (OCB). This research was involved 119 subjects consisting of 63 men and 56 women. The instruments that used in this research were TMX quality scale which consist of 10 items with reliability $\alpha = 0.864$ and OCB scale which consist of 35 items with reliability $\alpha = 0.921$. Statistical method that used to analyze data of this research was Spearman Rho due to abnormality one of data distribution. The result showed that there were positive and significant relationship between TMX ($M=46.41$, $SD=5.889$) with 4 dimensions of OCB named altruism ($N=119$, $r= 0.635$, $p=0.000$), courtesy ($N=119$, $r=0.421$, $p=0.000$), civic virtue ($N=119$, $r= 0.450$, $p=0.000$), and conscientiousness ($N=119$, $r=0.214$, $p=0.010$) which mean that as the TMX of employee increased, the altruism ($M=26.13$, $SD=4.050$), courtesy ($M=32.66$, $SD=3.740$), civic virtue ($M=31.36$, $SD=3.868$), and conscientiousness ($M=22.93$, $SD=2.797$) would also increased. But, the result also showed that there were not positive and significant relationship ($N=119$, $r=0.141$, $p=0.063$) between TMX ($M=46.41$, $SD=5.889$) with sportsmanship ($M=30.07$, $SD=3.799$).

Keywords: Team member exchange, dimensions, organizational citizenship behavior.