

HUBUNGAN ANTARA *CHANGE SELF-EFFICACY* DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA ANGGOTA ORGANISASI KEMAHASISWAAN

Studi Pada Anggota Organisasi Kemahasiswaan
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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *change self-efficacy* dan *organizational citizenship behavior* pada anggota organisasi kemahasiswaan. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif yang signifikan antara *change self-efficacy* dan *organizational citizenship behavior* pada anggota organisasi. Subjek dalam penelitian ini berjumlah 65 mahasiswa yang menjadi anggota organisasi kemahasiswaan. Skala yang digunakan dalam penelitian ini merupakan skala *change self-efficacy* dan skala *organizational citizenship behavior*. Reliabilitas skala dalam penelitian ini adalah skala *organizational citizenship behavior* dengan koefisien reliabilitas *alpha stratified* sebesar $\alpha = 0,694$. *Organizational citizenship behavior* memiliki lima dimensi dengan masing-masing nilai koefisien reliabilitas. Dimensi *conscientiousness* dengan koefisien reliabilitas *Alpha Cronbach* sebesar $\alpha = 0,755$; *Courtesy* sebesar $\alpha = 0,746$; *Altruism* sebesar $\alpha = 0,710$; *Sportmanship* sebesar $\alpha = 0,615$; dan dimensi *Civic Virtue* dengan koefisien reliabilitas *Alpha Cronbach* sebesar $\alpha = 0,665$. Selanjutnya skala *change self-efficacy* dengan koefisien reliabilitas *Alpha Cronbach* sebesar $\alpha = 0,755$. Hasil analisis menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara *organizational citizenship behavior* dan *change self-efficacy* ($r: 0,290$; $sig: 0,019$) walaupun kekuatannya terbilang lemah. Hal ini berarti semakin tinggi *change self-efficacy* anggota organisasi kemahasiswaan tersebut, maka semakin tinggi pula *organizational citizenship behavior* dalam organisasi tersebut.

Kata kunci : *Change self-efficacy, organizational citizenship behavior*

RELATIONSHIP BETWEEN CHANGE SELF-EFFICACY AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN MEMBERS OF STUDENT ORGANIZATIONS

Study in student organization in Sanata Dharma University

Jessica Christianingtyas Sihwinanti

ABSTRACT

This study aimed to find the relationship between change self-efficacy and organizational citizenship behavior in student organization. The hypothesis in this research there was a positive significant correlation between change self-efficacy and organizational citizenship behavior on members of the organization. The amount of subjects for this research is 65 students who were members of student organizations. The scale used in this research is the organizational citizenship behavior scale and the change self-efficacy scale. Reliability scale in this research is organizational citizenship behavior scale with alpha stratified reliability coefficient of $\alpha = 0.694$. Next, organizational citizenship behavior has several dimensions with a coefficient reliability Alpha Cronbach, conscientiousness $\alpha = 0,755$; courtesy $\alpha = 0,746$; altruism $\alpha = 0,710$; sportsmanship $\alpha = 0,615$; civic virtue $\alpha = 0,655$. Furthermore, the o scale with alpha cronbach reliability coefficient of $\alpha = 0.432$. The results showed that there is a positive and significant correlation between organizational citizenship behavior and change self-efficacy ($r: 0.290$; sig: 0.019) even though the strength is relatively weak. It means the higher change self-efficacy on members of the student organization, then the higher organizational citizenship behavior in the organization.

Keywords: Change self-efficacy, organizational citizenship behavior

