

**PERAN KOMITMEN ORGANISASI TERHADAP *ORGANIZATIONAL*
*CITIZENSHIP BEHAVIOR***

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ABSTRAK

Penelitian ini dilakukan untuk menguji peran komitmen organisasi terhadap *organizational citizenship behavior* pada pegawai Bakpia Pathuk 25. Hipotesis dalam penelitian ini adalah terdapat peran komitmen organisasi terhadap *organizational citizenship behavior*. Alat ukur yang digunakan adalah skala komitmen organisasi yang dikemukakan oleh Allen dan Meyer (1990) dan skala *organizational citizenship behavior* yang dikemukakan oleh Podsakoff, MacKenzie, Moorman, dan Fetter (1990). Data empiris yang digunakan dalam penelitian ini diperoleh dari 106 pegawai Bakpia Pathuk 25, Yogyakarta. Hasil dalam penelitian ini menunjukkan bahwa terdapat peran komitmen organisasi terhadap *organizational citizenship behavior* pada pegawai. Didapatkan koefisien regresi $B = 0,406$ dengan $\text{sig.} = 0,022$ ($\text{sig.} < 0,05$) serta koefisien determinasi (R^2) sebesar 0,050, yang berarti komitmen organisasi memberi sumbangan efektif sebesar 5% pada *organizational citizenship behavior* pada pegawai.

Kata kunci : *organizational citizenship behavior*, komitmen organisasi, OCB



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THE ROLE OF ORGANIZATIONAL COMMITMENT TO ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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ABSTRACT

This Research aims to examine the roles of organizational commitment to organizational citizenship behavior of Bakpia Pathuk 25 employees. The hypothesis of this research is that there is a effect of organizational commitments to organizational citizenship behavior of employees. The measuring instruments of this study are the adapted and modified scale of organizational commitment proposed by Allen and Meyer (1990) and the scale of organizational citizenship behavior proposed by Podsakoff, MacKenzie, Moorman, & Fetter (1990). The empirical data that is used in this research is obtained from 106 employees of Bakpia Pathuk 25, Yogyakarta. The result of this research shows that there is a effect of organizational commitment to organizational citizenship behavior of employees. The result shows a regression coefficient $B = 0,406$ at $\text{Sig.} = 0.022$ ($\text{Sig.} < 0,05$) and the coefficient of determination $R^2 = 0,050$, which means that organizational commitment contributes effectively by 5% to organizational citizenship behavior on employees.

Key words : organizational citizenship behavior, organizational commitment, OCB