

PERAN FAKTOR-FAKTOR KEPERIBADIAN TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA APARATUR SIPIL NEGARA GENERASI Z DI KEMENTERIAN PEKERJAAN UMUM

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Abstrak. Penelitian ini bertujuan untuk menganalisis peran faktor-faktor kepribadian terhadap Organizational Citizenship Behavior (OCB) pada Aparatur Sipil Negara (ASN) Generasi Z di Kementerian Pekerjaan Umum. Penelitian menggunakan metode kuantitatif non-eksperimental dengan teknik *purposive sampling* terhadap 155 partisipan ASN Generasi Z. Pengukuran OCB menggunakan skala Podsakoff (1990) yang diadaptasi Rahayu (2020), sedangkan kepribadian diukur menggunakan Big Five Inventory adaptasi Ramdhani (2012). Data dianalisis menggunakan regresi linear berganda. Hasil menunjukkan bahwa empat faktor Big Five (*Agreeableness*, *openness to experience*, *extraversion*, *conscientiousness*) secara signifikan berperan secara positif terhadap OCB. Sedangkan faktor *neuroticism* berperan secara negatif terhadap OCB. Di antara lima faktor kepribadian, empat faktor yang berperan secara signifikan adalah *agreeableness*, *openness*, *conscientiousness*, dan *neuroticism*, dengan *agreeableness* sebagai prediktor yang paling dominan. Sementara itu, *extraversion* tidak terbukti berperan secara signifikan dalam model ini. Dengan demikian, untuk mendorong munculnya OCB pada ASN Generasi Z, organisasi perlu memperhatikan profil kepribadian pegawai—khususnya yang dicirikan oleh tingginya *agreeableness* dan *openness*, terjaganya *conscientiousness*, serta rendahnya *neuroticism* sebagai fondasi disposisional bagi tumbuhnya perilaku ekstra-peran yang berkontribusi pada efektivitas organisasi secara berkelanjutan.

Kata kunci: *kepribadian big five, organizational citizenship behavior, aparatur sipil negara, generasi Z, Kementerian Pekerjaan Umum*

Abstract. This study aims to analyze the role of personality factors on Organizational Citizenship Behavior (OCB) among Generation Z Civil Servants (ASN) at the Ministry of Public Works. This study employed a non-experimental quantitative method with a purposive sampling technique involving 155 Generation Z civil servant participants. OCB was measured using the Podsakoff (1990) scale adapted by Rahayu (2020), while personality was assessed using the Big Five Inventory adapted by Ramdhani (2012). Data were analyzed using multiple linear regression. The results indicated that the four of Big Five factors (Agreeableness, Openness to Experience, Extraversion, and Conscientiousness) significantly and positively contribute to OCB, whereas the Neuroticism factor plays a significant negative role. Among the five personality factors, the four that significantly predict OCB are Agreeableness, Openness, Conscientiousness, and Neuroticism, with Agreeableness emerging as the most dominant predictor. Meanwhile, Extraversion was not found to significantly contribute to the model. Consequently, to foster OCB among Generation Z civil servants, organizations need to consider the personality profiles of their employees—specifically those characterized by high levels of Agreeableness and Openness, well-maintained Conscientiousness, and low Neuroticism—as a dispositional foundation for the development of extra-role behaviors that contribute to long-term organizational effectiveness.

Keywords: *big five personality, organizational citizenship behavior, civil servants, Generation Z, Ministry of Public Works*