

**ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) OF EMPLOYEE AS
PREDICTED BY PERSONALITY FACTORS**

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ABSTRACT

This research aims to investigate the role of personality factors toward organizational citizenship behavior (OCB) among employee. Measuring instruments used in this research were owned by Podsakoff, MacKenzie, Moorman & Fetter (1990) and based on OCB's aspect by Organ (altruism, conscientiousness, courtesy, sportmanship and civic virtue) and was adapted by Basuki (2015). Personality variable measured by using Big Five Inventory (BFI) owned by John & Srivastava that adapted by Ramdhani (2012). There were 98 subjects participated in this research. The result for major hypothesis with multiple regression analysis in this research shows that there is significant role from personality factors (conscientiousness, agreeableness and extraversion) simultaneously toward OCB ($p=0,001$) with 53,2% ($R^2=0,532$) of effective contribution. The effective contribution of each factor showed that conscientiousness contributed 25,5%, agreeableness contributed 15,2% and the extraversion contributed 12,5%. The result for minor hypothesis with simple regression analysis in this research shows that there is positive significant role from extraversion, openness to experience, agreeableness and conscientiousness toward OCB and negative significant role from neuroticism toward OCB. Additional analysis were done to compare OCB based on gender and years in organization. The result showed that there is no difference in OCB among employee based on gender and years in organization.

Keyword: *personality factor, organizational citizenship behavior, big five personality, employee.*

**ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA
KARYAWAN DITINJAU DARI FAKTOR-FAKTOR KEPERIBADIAN**

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INTISARI

Penelitian ini bertujuan untuk mengetahui peran faktor kepribadian terhadap *organizational citizenship behavior (OCB)* pada karyawan. Alat ukur yang digunakan dalam penelitian ini menggunakan skala OCB yang milik Podsakoff, MacKenzie, Moorman & Fetter (1990) yang diadaptasi oleh Basuki (2015) dan mengacu pada aspek-aspek OCB dari Organ yaitu *altruism, conscientiousness, courtesy, sportmanship, dan civic virtue*. Variabel kepribadian diukur menggunakan skala *Big Five Inventory* yang disusun oleh John & Srivastava (1999) dan diadaptasi oleh Ramdhani (2012). Subjek pada penelitian ini berjumlah 98 subjek. Hasil uji hipotesis mayor menggunakan analisis regresi berganda pada penelitian menunjukkan bahwa faktor kepribadian (*conscientiousness, agreeableness, dan extraversion*) secara simultan berperan terhadap OCB ($p=0,001$) dengan sumbangan efektif sebesar 53,2% ($R^2=0,532$). Secara parsial *conscientiousness* memberikan sumbangan efektif sebesar 25,5%, *agreeableness* memberikan sumbangan efektif sebesar 15,2% dan *extraversion* memberikan sumbangan sebesar 12,5%. Hasil uji hipotesis minor menggunakan analisis regresi sederhana pada penelitian menunjukkan bahwa faktor kepribadian *extraversion, openness to experience, agreeableness* dan *conscientiousness* berperan positif terhadap OCB dan *neuroticism* berperan negatif terhadap OCB.. Analisis tambahan pada penelitian ini menunjukkan bahwa tidak terdapat perbedaan OCB bila ditinjau dari jenis kelamin dan masa kerja.

Kata kunci: faktor kepribadian, *organizational citizenship behavior, big five personality*,karyawan