

HUBUNGAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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ABSTRAK

Penelitian ini dilakukan untuk menguji hubungan *perceived organizational support* terhadap *organizational citizenship behavior* pada pegawai tiga unit kerja BPPT, yaitu STP, PTM, dan B2TKE. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *perceived organizational support* dengan *organizational citizenship behavior* pada pegawai. Alat ukur yang digunakan dalam penelitian ini adalah skala konsep *organizational citizenship behavior* yang dikemukakan oleh Podsakoff, MacKenzie, Moorman, dan Fetter (1990) dan *Survey of Perceived Organizational Support* (SPOS) yang dikemukakan oleh Eisenberger, Huntington, Hutchison, & Sowa (1986). Data empiris yang digunakan dalam penelitian ini diperoleh dari 66 pegawai yang tersebar dari unit kerja STP, PTM, dan B2TKE di Puspiptek, Tangerang Selatan. Hasil dalam penelitian ini menunjukkan bahwa benar terdapat hubungan positif antara *perceived organizational support* dengan *organizational citizenship behavior* pada pegawai. Didapatkan koefisien korelasi $r_{xy} = 0,531$ dengan $p = 0,000$ ($p < 0,05$) serta koefisien determinasi (R^2) sebesar 0,281, yang berarti *perceived organizational support* memberi sumbangan efektif sebesar 28,1% pada *organizational citizenship behavior* pada pegawai.

Kata kunci: *perceived organizational support, organizational citizenship behavior*, pegawai STP, PTM, B2TKE.



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RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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ABSTRACT

This research aims to examine the relationship between perceived organizational support towards organizational citizenship behavior of BPPT's work unit employees: STP, PTM, and B2TKE. The hypothesis of this research is that there is a positive relationship between perceived organizational support towards organizational citizenship behavior of employees. The instrument of this study are adapted and modified scale from organizational citizenship behavior concept by Podsakoff, MacKenzie, Moorman, & Fetter (1990) and Survey of Perceived Organizational Support (SPOS) by Eisenberger, Huntington, Hutchison, & Sowa (1986). The empirical data that is used in this research is obtained from 66 employees distributed in STP, PTM, and B2TKE work units at Puspiptek, South Tangerang. The result of this research shows that there is a positive relationship between perceived organizational support towards organizational citizenship behavior of employees. The results shows a correlation coefficient $r_{xy} = 0,531$ and $p = 0.000$ ($p < 0.05$) and the coefficient of determination $R^2 = 0,281$, which means the effective contribution of perceived organizational support to organizational citizenship behavior of employees is amounted to 28,1%.

Keyword: *perceived organizational support, organizational citizenship behavior, STP, PTM, & B2TKE employees.*



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