

PERAN PERILAKU KEWARGAAN ORGANISASI  
(ORGANIZATIONAL CITIZENSHIP BEHAVIOR)  
TERHADAP KINERJA TENAGA KEPENDIDIKAN

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**INTISARI**

Penelitian ini bertujuan untuk mengetahui peran perilaku kewargaan organisasi (*organizational citizenship behaviour*) terhadap kinerja tenaga kependidikan di Prodi S2 IKM, FK-KMK UGM. Variabel independen dalam penelitian ini adalah perilaku kewargaan organisasi (*organizational citizenship behaviour*) sedangkan variabel dependennya adalah kinerja. Hipotesis dalam penelitian ini adalah perilaku kewargaan organisasi (*organizational citizenship behaviour*) berperan terhadap kinerja tenaga kependidikan di Prodi S2 IKM, FK-KMK UGM. Pengukuran variabel dilakukan dengan skala *Likert* dengan 4 skala yang terdiri dari skala perilaku kewargaan organisasi (*organizational citizenship behaviour*) dan kinerja. Penelitian ini merupakan penelitian asosiatif dengan melibatkan sebanyak 38 subyek penelitian yang diambil secara *total sampling*. Data dianalisis dengan metode regresi linear sederhana dengan bantuan Program *SPSS 20.0 for windows*. Berdasarkan uji hipotesis ditemukan bahwa perilaku kewargaan organisasi berperan secara signifikan terhadap kinerja tenaga kependidikan di X yakni  $t = 0,00$  ( $0,00 < 0,05$ ). Hasil uji R Square ditemukan bahwa perilaku kewargaan organisasi memiliki peran yang rendah terhadap kinerja tenaga kependidikan sebesar 19,1% dan sisanya dipengaruhi oleh variabel lain yang tidak ada dalam penelitian ini. Dengan demikian hasil penelitian ini menunjukkan terdapat peran positif dan signifikan perilaku kewargaan organisasi (*organizational citizenship behaviour*) terhadap kinerja.

**Kata kunci** : perilaku kewargaan organisasi, kinerja, tenaga kependidikan

## THE ROLE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR TO ADMINISTRATIVE STAFF PERFORMANCE

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### ABSTRACT

The aim of the study was to identify the role of organizational citizenship behaviour to the administrative staff performance in S2 IKM Program, Faculty of Medicine, Public Health and Nursing Universitas Gadjah Mada. The independent variable was organizational citizenship behaviour and the dependent variable was performance. The hypothesis was organizational citizenship behaviour taken a role to the performance of administration staff. The instrument of the study using Likert scale with 4 scale. The instrument consist of organizational citizenship behaviour scale and performance scale. This were an assosiatif research with involving 38 respondents. The data was analyzed using simple linear regression. The research identify that the hypothesis of this research proven. The organizational citizenship behaviour has significant role of the administrative staff performance in S2 IKM Program, Faculty of Medicine, Public Health and Nursing, Universitas Gadjah Mada, with  $t = 0,00$  ( $0,00 < 0,05$ ). The result of R Square test can be found that the organizational citizenship behaviour has low role on the administrative staff performance is 19.1% and the others affected by others variable which not included in this research. The result show that there were positive and significant role of organizational citizenship behaviour to performance.

**Keywords :** organizational citizenship behaviour, performance, administrative staff