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HUBUNGAN ANTARA LEADER-MEMBER EXCHANGE DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN PT. X SEMARANG

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RELATIONSHIP BETWEEN LEADER-MEMBER EXCHANGE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF EMPLOYEES IN PT. X SEMARANG

ABSTRACT

This study aimed to find out the relationship between leader-member exchange and organizational citizenship behavior of employees in PT. X Semarang. The subjects of this study were 120 employees from various division in PT. X Semarang. Data were collected using leader-member exchange scale and organizational citizenship behavior scale. Product moment correlation was used to analyze the data. The result showed $r=0,316$ and $p=0,001$ ($p<0,05$), which means there is a correlation between leader-member exchange and organizational citizenship behavior.

Keywords: leader-member exchange, organizational citizenship behavior, employee

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INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara *leader-member exchange* dengan *organizational citizenship behavior* pada karyawan PT. X Semarang. Subjek penelitian adalah 120 karyawan dari berbagai divisi yang ada di PT. X Semarang. Instrumen yang digunakan dalam penelitian ini adalah skala *leader-member exchange* dan skala *organizational citizenship behavior*. Analisis data menggunakan korelasi *product moment*. Hasil korelasi *product moment* adalah $r=0,316$ dengan $p=0,001$ ($p<0,05$), artinya ada hubungan antara *leader-member exchange* dengan *organizational citizenship behavior*.

Kata kunci: *leader-member exchange*, *organizational citizenship behavior*, karyawan