



HUBUNGAN *GRATITUDE* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *gratitude* dengan *organizational citizenship behavior* (OCB). Hipotesis yang diajukan dalam penelitian ini adalah “terdapat hubungan positif antara *gratitude* dengan *organizational citizenship behavior* (OCB)”. Alat ukur yang digunakan dalam penelitian ini adalah skala *gratitude* dan skala *organizational citizenship behavior* (OCB). Subjek penelitian ini berjumlah 52 karyawan tetap bagian produksi PT. Wangsa Jatra Lestari (Wajatri). Data dianalisis menggunakan metode korelasi *product moment* dari Pearson. Hasil penelitian ini menunjukkan bahwa terdapat hubungan positif antara *gratitude* dengan *organizational citizenship behavior* (OCB) ($r = 0,694$; $p < 0,01$) sehingga hipotesis penelitian dapat diterima. Hasil tersebut mengindikasikan bahwa semakin tinggi tingkat *gratitude* seseorang maka semakin tinggi tingkat *organizational citizenship behavior* (OCB)nya, sebaliknya semakin rendah tingkat *gratitude* seseorang maka semakin rendah juga tingkat *organizational citizenship behavior* (OCB)nya. Sumbangan efektif *gratitude* terhadap *organizational citizenship behavior* (OCB) sebesar 48,1% ($R^2 = 48,1\%$), sehingga sebesar 51,9% kemungkinan *organizational citizenship behavior* (OCB) dapat dipengaruhi oleh faktor-faktor lain selain *gratitude*.

Kata kunci : *gratitude, organizational citizenship behavior*



THE RELATIONSHIP OF GRATITUDE WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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ABSTRACT

This study aims to determine the relationship between gratitude and organizational citizenship behavior (OCB). The hypothesis proposed in this study is "there is a positive relationship between gratitude and organizational citizenship behavior (OCB)". The measure instrument used in this study are gratitude scale and organizational citizenship behavior (OCB) scale. The subjects of this study were 52 full-time employees in the production section of PT. Wangsa Jatra Lestari (Wajatri). Data were analyzed using Pearson's product-moment correlation method. The results of this study indicate that there is a positive relationship between gratitude and organizational citizenship behavior (OCB) ($r = 0.694$; $p < 0.01$) which shows that the hypothesis are being proposed by researcher can be accepted. These results indicate that the higher the level of gratitude, the higher the level of organizational citizenship behavior (OCB), on the contrary the lower the level of gratitude, the lower the level of organizational citizenship behavior (OCB). Effective contribution of gratitude to organizational citizenship behavior (OCB) was 48.1% ($R^2 = 48.1\%$), so that 51.9% of the possibility of organizational citizenship behavior (OCB) could be influenced by other factors besides gratitude.

Keywords : gratitude, organizational citizenship behavior