

RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND ORGANIZATIONAL CLIMATE WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR ON MILLENNIALS GENERATION EMPLOYEES AT DKI JAKARTA

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ABSTRACT

Every company certainly expects every employee to be able to take extra roles in the workplace for the success of achieving the goals of the company. That such behavior is called organizational citizenship behavior (OCB). Employee OCB behavior can be driven by psychological capital in carrying out work. In addition, another factor that contributes to OCB behavior among employees is organizational climate. This study aims to determine whether there is a relationship between psychological capital and organizational climate toward organizational citizenship behavior among millennial generation employees at DKI Jakarta. The method used in this research is quantitative research using three measuring instruments namely the Organizational Citizenship Behavior Scale (OCB) that includes 30 items, the Psychological Capital Scale that includes 21 items, and the Organizational Climate Scale that includes 25 items. The research subjects are 100 people ($N = 100$) who are the millennial generation employees that work at DKI Jakarta and have a minimum work period of 2 years. The research data were analyzed using regression test. The results of this study showed a significance level $p = 0.000 < 0.005$ which means that there is a relationship between psychological capital and organizational climate with organizational citizenship behavior (OCB). These results prove that the hypothesis in this study is accepted. Furthermore, the coefficient of regression is $R^2 = 0.473$, which means that psychological capital and organizational climate have a contribution of 47.3% toward organizational citizenship behavior (OCB).

Keyword: *organizational citizenship behavior (OCB), organizational climate, psychological capital.*

HUBUNGAN ANTARA *PSYCHOLOGICAL CAPITAL* DAN IKLIM ORGANISASI DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA KARYAWAN GENERASI MILENIAL DI DKI JAKARTA

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ABSTRAK

Setiap perusahaan tentu mengharapkan setiap karyawan agar dapat melakukan *extra role* dalam bekerja demi kesuksesan mencapai tujuan dari perusahaan tersebut, Perilaku seperti itu disebut dengan *organizational citizenship behavior* (OCB). Perilaku OCB karyawan dapat didorong oleh modal psikologis atau *psychological capital* individual dalam melaksanakan pekerjaan. Selain itu, faktor lain yang turut mendorong perilaku OCB pada karyawan ialah iklim organisasi. Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological capital* dan iklim organisasi dengan *organizational citizenship behavior* pada karyawan generasi milenial di DKI Jakarta. Metode yang digunakan dalam penelitian ini adalah penelitian kuantitatif yang menggunakan tiga alat ukur berupa Skala *Organizational Citizenship Behavior* (OCB) yang berjumlah 30 aitem, Skala *Psychological Capital* yang berjumlah 21 aitem, dan Skala Iklim Organisasi yang berjumlah 25 aitem. Subjek penelitian berjumlah 100 orang (N=100) yang merupakan karyawan yang tergolong sebagai generasi milenial yang bekerja di DKI Jakarta dan memiliki masa kerja minimal 2 tahun. Data penelitian ini dianalisis menggunakan uji regresi. Hasil penelitian ini menghasilkan taraf signifikansi sebesar $p = 0.000 < 0.005$ yang berarti terdapat hubungan antara *psychological capital* dan iklim organisasi dengan *organizational citizenship behavior* (OCB). Hasil tersebut membuktikan bahwa hipotesis dalam penelitian ini diterima. Adapun nilai koefisien regresi yang dihasilkan sebesar $R^2 = 0.473$, yang artinya, *psychological capital* dan iklim organisasi memiliki kontribusi sebesar 47.3% terhadap *organizational citizenship behavior* (OCB).

Kata kunci: iklim organisasi, *organizational citizenship behavior* (OCB), *psychological capital*.