

### **Intisari**

Penelitian ini bertujuan untuk mengetahui hubungan positif antara komitmen organisasi dengan *organizational citizenship behavior* pada karyawan. Subjek penelitian adalah karyawan Perum Perumnas yang berada di wilayah kerja Kantor Pusat, Cawang, Jakarta Timur. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara komitmen organisasi dengan *organizational citizenship behavior*. Alat ukur yang digunakan dalam penelitian ini adalah skala komitmen organisasi dan skala *organizational citizenship behavior*. Data dianalisis menggunakan metode korelasi *product moment* dari Pearson dan hasil penelitian ini menunjukkan bahwa terdapat hubungan positif antara komitmen organisasi dengan *organizational citizenship behavior* ( $r= 0,392$ ;  $p < 0,01$ ) sehingga hipotesis diterima. Sumbangan efektif komitmen organisasi dengan *organizational citizenship behavior* sebesar 15,37%. Hasil tersebut mengindikasikan bahwa semakin tinggi komitmen organisasi karyawan maka semakin tinggi *organizational citizenship behavior*nya.

Kata kunci: komitmen organisasi, *organizational citizenship behavior*.

**RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT WITH  
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN THE EMPLOYEE**

***Abstract***

*This study aim to find out positive correlation between organizational commitment with organizational citizenship behavior in the employee. Subject of this study were of Perum Perumnas that work at central office, Cawang, Jakarta Timur. Hypothesis that being proposed by this study is there is positive correlation between organizational commitment with organizational citizenship behavior. Measure instrument in this study are using organizational commitment scale and organizational citizenship behavior scale. Data are being analyzed with Pearson Product-Moment correlation and shows that correlation between organizational commitment with organizational citizenship behavior is significantly positive ( $r= 0,392$ ;  $p < 0,01$ ), which shows that the hypothesis are being proposed by researcher can be accepted. Statistic shows that contribution from organizational commitment with organizational citizenship behavior is as big as 15,37%. The result indicates that the better employee organizational commitment will further better of their organizational citizenship behavior*

*Keyword: organizational commitment, organizational citizenship behavior.*