

HUBUNGAN ANTARA RESILIENSI DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA PERAWAT DI RSUD

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INTISARI

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara resiliensi dan *organizational citizenship behavior* pada perawat. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara resiliensi pada *organizational citizenship behavior* pada perawat. Skala yang digunakan dalam pengumpulan data yaitu Skala *Resilience Quotion* dan Skala *Organizational Citizenship Behavior*. Subjek penelitian adalah 46 perawat di RSUD. Analisis data menggunakan teknik korelasi *Product Moment* dari Pearson. Hasil penelitian ini menunjukkan bahwa ada hubungan positif dan signifikan antara resiliensi dan *organizational citizenship behavior*, dimana semakin tinggi tingkat resiliensi pada individu maka semakin tinggi tingkat *organizational citizenship behavior*. Penelitian ini menghasilkan koefisien korelasi 0,607 dan nilai $p < 0,05$. Sumbangan efektif variabel resiliensi sebesar 36,9% ($R^2=0,369$) terhadap *Organizational Citizenship Behavior* pada perawat.

Kata kunci : Resiliensi, *Organizational Citizenship Behavior*, Perawat, Rumah Sakit.

***THE CORRELATION BETWEEN
RESILIENCE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF
NURSE/NURSING AT RSUD***

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ABSTRACT

The purpose of this study was to examine the correlation between resilience and organizational citizenship behavior in nurse. The hypothesis was assumed that would be a positive correlation between resilience and organizational citizenship behavior in nurse. Data were collected from 46 nurse in RSUD. Instruments for data collection were Resilience Quotion Scale and Organizational Citizenship Behavior Scale. The data analyzed by Pearson's Product Moment Correlation statistical analysis. The study shows positive and signigificant correlation between resilience and organizational citizenship behavior, which a higher level of resilience in individual potentially increases their organizational citizenship behavior level ($r = 0,607$, $p < 0.05$). Resilience contributed effectively 36,9% ($R^2=0,369$) to organizational Citizenship Behavior.

Keywords: Resilience, Organizational Citizenship Behavior, Nurse, Hospital