

PENGARUH *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* (OCB) TERHADAP KINERJA KARYAWAN DI PT HK REALTINDO

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ABSTRAK

Hasil penelitian ini bertujuan untuk mengetahui *organizational citizenship behaviour* terhadap kinerja karyawan di PT HK Realtindo dengan responden sebanyak 64 orang. Dalam penelitian ini menggunakan kuesioner sebagai pengumpulan data, serta uji yang digunakan untuk menguji instrument penelitian ini yaitu menggunakan metode analisis deskriptif dan verifikatif. Sumber data dalam penelitian ini menggunakan data primer dan sekunder. Uji analisis yang digunakan yaitu uji validitas, uji reliabilitas, analisis regresi linear sederhana, analisis koefisien korelasi, analisis koefisien determinasi dan pengujian hipotesis uji-t. Hasil t menunjukkan bahwa nilai variabel *organizational citizenship behaviour* yaitu sebesar 0,000 < 0,05 dan $t_{hitung} 6,443 > 4,036$ yang artinya H_0 ditolak dan H_a diterima, sehingga dapat disimpulkan nilai signifikan yang diperoleh bahwa *organizational citizenship behaviour* dapat mempengaruhi kinerja karyawan. Kinerja karyawan di PT HK Realtindo belum sepenuhnya optimal dikarenakan tingkat *organizational citizenship behaviour* yang rendah.

Kata Kunci: Organizational Citiznehsip Behaviour, Kinerja Karyawan

***THE EFFECT OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) ON
EMPLOYEE PERFORMANCE AT PT HK REALTINDO***

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ABSTRACT

The result of this study aim to determine organizational citizenship behaviour on employee performance at PT HK Realtindo with 64 respondents. In this study using a questionnaire as data collection, as well as tests used to test this that is using descriptive analysis and verification methods. Sources of data in this study using primary and secondary data. The analisis test used is validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of dtermination analysis and hypothesis testing. The t results show that the value of the organizational citizenship behaviour variable is 0,000 < 0,05 and $t_{count} 6,443 > 4,936$, which means that Ho is rejected and Ha is accepted, so it can be concluded that the significant value obtained is that organizational citizenship behaviour can affect employee performance. Employee performance at PT HK Realtindo is not fully optimal due to the low level of organizational citizenship behaviour.

Keywords: Organizational citizenship behaviour, Employee Performance