

Pengaruh iklim organisasi karakteristik pekerjaan dan employee engagement terhadap organizational citizenship behavior : studi pada lembaga XYZ DKI Jakarta = The influence of organizational climate job characteristics and employee engagement toward organizational citizenship behavior : case study at lembaga XYZ DKI Jakarta regional office

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Abstrak

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh dari iklim organisasi, karakteristik pekerjaan dan rasa keterikatan pegawai di Lembaga XYZ DKI Jakarta terhadap organizational citizenship behavior (OCB). Data penelitian ini diambil dari 70 responden yang berstatus sebagai Pegawai Negeri Sipil (PNS) di lingkungan Lembaga XYZ DKI Jakarta. Analisis data menggunakan metode analisis regresi berganda dan General Linear Model. Hasil penelitian menunjukkan bahwa iklim organisasi memiliki pengaruh positif yang signifikan terhadap perilaku OCB pegawai, sedangkan karakteristik pekerjaan dan keterikatan pegawai tidak memiliki pengaruh yang signifikan terhadap perilaku pegawai. Sedangkan apabila dilihat dari pengaruh ketiga variabel bebas tersebut terhadap kelima dimensi OCB, maka diperoleh hasil bahwa iklim organisasi memiliki pengaruh positif yang signifikan terhadap kelima dimensi OCB (Civic Virtue, Courtesy, Sportsmanship, Conscientiousness, dan Altruism), adapun karakteristik pekerjaan hanya memiliki pengaruh terhadap Courtesy dan Sportsmanship, dan employee engagement juga hanya memiliki pengaruh terhadap Courtesy dan Sportsmanship.

.....The purpose of this research is to analyze the influence of organizational climate, job characteristics, and employee engagement toward organizational citizenship behavior at BPN DKI Jakarta Regional Office. Data was taken from 70 respondents. Data analysis is conducted using multiple regression analysis and General Linear Model. Results show that there is a significant influence of organizational climate on employee's organizational citizenship behavior, whereas job characteristics and employee engagement does not have a significant influence on employee's organizational citizenship behavior. In addition, if we see from the influence of these three independent variables towards each dimension of OCB, so we find that organizational climate has a significant influence towards civic virtue, courtesy, sportsmanship, conscientiousness, and altruism, whereas job characteristics is only has a significant influence towards courtesy and sportsmanship, and also employee engagement which only has a significant influence towards courtesy and sportsmanship.