

## Analisis pengaruh kepribadian dan iklim organisasi terhadap organizational citizenship behavior pada job XYZ = Analysis of personality and organizational climate influence to organizational citizenship behavior case study at job XYZ organization

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### Abstrak

Penelitian ini menganalisis pengaruh kepribadian dan iklim organisasi terhadap organizational citizenship behavior pada organisasi JOB XYZ. Metode penelitian yang digunakan adalah kuantitatif dengan menyebarkan kuesioner kepada 178 sampel pada JOB XYZ. Sampel didapatkan dengan menggunakan probability sampling yaitu proportionate stratified random sampling untuk mendapatkan proporsi responden dari PT X, PT Y dan JOB XYZ hire. Penelitian ini mengukur organizational citizenship behavior menggunakan Organizational Citizenship Behavior Scale (Podsakof, 2000), kepribadian diukur berdasarkan skala Five Factor Personality Scale (Goldberg, 1999), iklim organisasi diukur menggunakan Organizational Climate Scale (Litwin & Stinger, 1968). Analisis data menggunakan uji asumsi klasik yaitu uji normalitas, heterokesdatisitas dan multikolaritas kemudian menggunakan inferential multiple regression. Penelitian ini menemukan bahwa kepribadian memiliki pengaruh signifikan terhadap OCB karyawan. Begitu juga halnya iklim organisasi yang memiliki pengaruh signifikan terhadap OCB karyawan.

.....This study describes about the influence of personality and organizational climate related to organizational citizenship behavior JOB organization XYZ. This study used a quantitative approach by distributing questionnaires to 178 samples at XYZ JOB. Samples of this study obtained by using probability sampling that is proportionate stratified random sampling to achieve the proportion of respondents from PT X, Y and JOB PT XYZ. This study measured the Organizational Citizenship Behavior by using Organizational Citizenship Behavior Scale (Podsakof, 2000), personality measured by the scale of the Five Factor Personality Scale (Goldberg, 1999), organizational climate is measured by using the Organizational Climate Scale (Litwin and Stinger, 1968). The data is analyzed by using the classical assumption of normality test, heteroskedastic and multicorrelation then using inferential multiple regression. This study found that the personality has significant influence to the OCB of employees. Moreover, the organizational climate has significant influence to the OCB of employees as well.