

Hubungan antara kepuasan kerja kepemimpinan transformasional dan budaya organisasi terhadap organizational citizenship behavior (OCB) pada pegawai di Pusat Pendidikan dan Pelatihan Tenaga Kesehatan tahun 2015 = Relationship between job satisfaction transformational leadership and organizational culture against organizational citizenship behavior (OCB) in employees on Pusat Pendidikan dan Pelatihan Tenaga Kesehatan in 2015

Eric Irawati, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20415211&lokasi=lokal>

Abstrak

Penelitian ini bertujuan mengidentifikasi hubungan antara kepuasan kerja, kepemimpinan transformasional dan budaya organisasi terhadap Organizational Citizenship Behavior (OCB). Metode yang dipakai dalam penelitian ini adalah kuantitatif dengan desain cross sectional melibatkan 69 staf pegawai di Pusat Pendidikan dan Pelatihan Tenaga Kesehatan dengan menggunakan sampel total sampling. Hasil analisis bivariat menggunakan analisis regresi linier.

Hasil penelitian menunjukkan: 1) kepuasan kerja, kepemimpinan transformasional dan budaya organisasi secara masing-masing memiliki hubungan yang positif dan signifikan terhadap Organizational Citizenship Behavior (OCB); 2) Kepuasan kerja, kepemimpinan transformasional dan budaya organisasi secara bersamaan diuji yang memiliki hubungan signifikan dan paling dominan mempengaruhi terjadinya Organizational Citizenship Behavior (OCB) adalah kepuasan kerja setelah dikontrol variabel kepemimpinan transformasional dan budaya organisasi.

Peningkatan perilaku Organizational Citizenship Behavior (OCB) pegawai di Pusat Pendidikan dan Pelatihan Tenaga Kesehatan harus selalu ditingkatkan antara lain menciptakan dan meningkatkan unsur-unsur kepuasan kerja pegawai, kepemimpinan transformasional di antara para pimpinan dan staf serta menciptakan lingkungan budaya organisasi yang mendukung terjadinya perilaku Organizational Citizenship Behavior (OCB).

This study aimed to identify the relationship between job satisfaction, transformational leadership and organizational culture on Organizational Citizenship Behavior (OCB). The method used in this research is quantitative with cross sectional design involving 69 staff employees in the Education and Training of Health Workers using total sample sampling. Results of bivariate analysis using linear regression analysis. The results showed: 1) job satisfaction, transformational leadership and organizational culture each has positive and significant relationship to the Organizational Citizenship Behavior (OCB); 2) Job satisfaction, transformational leadership and organizational culture jointly tested that has a significant relationship and most dominant influence on the occurrence of Organizational Citizenship Behavior (OCB) is job satisfaction after the controlled variable transformational leadership and organizational culture.

Improved behavior of Organizational Citizenship Behavior (OCB) employees in the Education and Training of Health Workers should be improved, among others, create and enhance elements of employee satisfaction, transformational leadership among the management and staff as well as creating an environment that supports the organizational culture Organizational Citizenship behavior behavior (OCB).