

**HUBUNGAN ANTARA KOMITMEN ORGANISASI DAN BUDAYA
ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP
BEHAVIOR* (OCB) PADA BADAN EKSEKUTIF
MAHASISWA UNISSULA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dan budaya organisasi terhadap *Organizational Citizenship Behavior* (OCB) pada Anggota Badan Eksekutif Mahasiswa (BEM) UNISSULA. Populasi dalam penelitian ini adalah mahasiswa yang mengikuti organisasi BEM, dengan sampel penelitian berjumlah 214 orang menggunakan Teknik *cluster random sampling*. Metode pengumpulan data menggunakan skala komitmen organisasi, budaya organisasi, dan OCB. Skala komitmen organisasi berjumlah 27 aitem dan memiliki koefisien reliabilitas sebesar 0.917. Skala budaya organisasi berjumlah 26 aitem dan reliabilitas sebesar 0.837. Skala OCB berjumlah 33 aitem dan koefisien reliabilitas sebesar 0.912. Analisis data dalam penelitian ini menggunakan Teknik analisis regresi ganda dan korelasi parsial dengan bantuan program SPSS versi 25.0

Hasil uji hipotesis pertama menunjukkan adanya indikasi hubungan antara komitmen organisasi dan budaya organisasi dengan OCB, diperoleh $R= 0.868$ dengan signifikansi $=0.000$ ($p<0.01$) yang menunjukkan hipotesis pertama diterima. Hasil uji hipotesis kedua yang dilakukan antara variabel komitmen organisasi dengan OCB dengan mengontrol budaya organisasi, diperoleh $r_{x1y}= 0,399$ dengan taraf signifikansi 0.000 ($p<0.01$) yang menunjukkan hipotesis kedua diterima. Hasil tersebut menunjukkan bahwa adanya indikasi hubungan positif antara komitmen organisasi dengan OCB. Hasil hipotesis ketiga antara variabel budaya organisasi dengan OCB dengan mengontrol komitmen organisasi, diperoleh $r_{x2y}= 0.613$ dengan signifikansi 0.000 ($p<0.01$) yang menunjukkan bahwa hipotesis ketiga diterima. Hasil tersebut menunjukkan adanya indikasi hubungan antara budaya organisasi dengan OCB. Penelitian ini memperoleh koefisien determinasi sebesar 0.754 atau 75,4%. Angka tersebut menunjukkan bahwa variabel OCB dapat dipengaruhi oleh variabel komitmen organisasi dan budaya organisasi.

Kata kunci: *Organizational citizenship behavior* (OCB), komitmen organisasi, budaya organisasi

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT
AND ORGANIZATIONAL CULTURE WITH ORGANIZATIONAL
CITIZENSHIP BEHAVIOR (OCB) AT MEMBERS OF THE STUDENT
EXCECUTIVE BOARD UNISSULA**

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ABSTRACT

The aim of this research is to discover the correlation between organizational commitment and organizational culture with Organizational Citizenship Behavior (OCB) towards at members Student Executive Board UNISSULA. This research is using quantitative correlational method. Population on this student who take part in the BEM organization with 214 labors as research sample. Cluster random sampling is used as sampling method. The measuring instrument consists of three scales. OCB scale with 33 items and has reliability coefficient of 0,912, organization commitment scale with 27 items and has reliability coefficient of 0,917, organizational culture scale with 26 items and has reliability coefficient of 0,837. Analysis method using multiple regression analysis and partial correlation with the help of SPSS program version 25.0.

The assasment result of the first hypothesis show an indication correlation between organizational commitment and organizational culture with OCB, found that $R = 0,886$ with signification $= 0,000 (p<0,01)$ means that the first hypothesis is acceptabel. The assasment result of the second hypothesis which conducted between organizational commitment with OCB by controlling the organizational culture, found that $r_{x1y} = 0,399$ with signification $0,000 (p<0,01)$ means that the second hypothesis is also acceptabel. These results show an indication correlation between organizational commitment with OCB. The assasment result of the third hypothesis between organizational culture variable with OCB by controlling organizational commitment, found that $r_{x2y} = 0,613$ with signification $0,000 (p<0,01)$ means that the third hypothesis is acceptabel. This result show an indication correlation between organizational culture with OCB. This study obtained a coefficient determination of 0.754 or 75,4%. This shows that the variable can be affected by variables OCB organizational commitment and organizational culture

Keywords: organizational citizenship behavior (OCB), organizational commitment, organizational culture