

# ANALISIS *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) KARYAWAN PADA PT NATURINDO SURYA A NIAGA KULON PROGO

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## Abstrak

Penelitian ini bertujuan untuk menganalisis *Organizational Citizenship Behavior* (OCB) karyawan pada PT. Naturindo Surya Niaga Kulon Progo. Metode penelitian yang digunakan adalah deskriptif kuantitatif. Data yang digunakan adalah data primer yang diperoleh melalui penyebaran kuesioner. Sampel yang digunakan sebanyak 50 karyawan yang ditentukan dengan Teknik *convenience sampling*. Berdasarkan hasil penelitian memiliki rata-rata hitung sebesar 2,75 yang termasuk kategori setuju. Artinya karyawan pada PT. Naturindo Surya Niaga memiliki sikap keegoisan, moral kemasyarakatan, tindakan berhati-hati, kesopanan dan sikap sportif yang tinggi terhadap karyawan lain. Berdasarkan indikator *altruism* memiliki rata-rata hitung sebesar 3,1 yang termasuk dalam kategori setuju. Berdasarkan indikator *Civic Virtue* memiliki rata-rata sebesar 2,81 yang termasuk dalam kategori setuju. Berdasarkan indikator *Conscientiousness* memiliki rata-rata hitung sebesar 2,62 yang termasuk dalam kategori setuju. Berdasarkan indikator *Courtesy* memiliki rata-rata hitung sebesar 2,72 termasuk dalam kategori setuju. Dan *Sportmanship* memiliki nilai rata-rata hitung sebesar 2,53 yang termasuk dalam kategori setuju. Sebaiknya perusahaan lebih memperhatikan tindakan keegoisan karyawan, moral kemasyarakatan, sikap berhati-hati, kesopanan dan sikap sportif karyawan didalam perusahaan.

**Kata Kunci:** *Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportmanship*

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## ***ANALYSIS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) OF EMPLOYEES AT PT NATURINDO SURYA NIAGA KULON PROGO***

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### ***Abstract***

*This research aims to analyze the Organizational Citizenship Behavior (OCB) of employees at PT. Naturindo Surya Niaga Kulon Progo. The research method used is quantitative descriptive. The data used is primary data obtained through distributing questionnaires. The sample used was 50 employees determined using convenience sampling technique. Based on the research results, the calculated average is 2.75, which is included in the agree category. This means that employees at PT. Naturindo Surya Niaga has an attitude of selfishness, social morals, careful actions, politeness and a high level of sportsmanship towards other employees. Based on the altruism indicator, it has a calculated average of 3,1 which is included in the category. Based on the Civic Virtue indicator, the average is 2.81 which is included in the agree category. Based on the Conscientiousness indicator, it has a calculated average of 2.62 which is included in the agree category. Based on the Courtesy indicator, the calculated average is 2.72, which is included in the agree category. And Sportsmanship has a calculated average value of 2.53 which is included in the agree category. Companies should pay more attention to employees' selfish actions, social morals, careful attitudes, politeness and sportsmanship of employees within the company.*

***Keywords:*** *Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportmanship*