


ANALISIS *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PADA KARYAWAN PT PUTRA NUGRAHA SENTOSA KLATEN

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Abstrak

Penelitian ini dilakukan di PT Putra Nugraha Sentosa Klaten. Penelitian ini bertujuan untuk mengetahui dan menganalisis *Organizational Citizenship Behavior* pada karyawan PT Putra Nugraha Sentosa Klaten. Populasi dalam penelitian ini adalah seluruh karyawan PT Putra Nugraha Sentosa Klaten, sedangkan sampel penelitian berjumlah 30 karyawan tetap. Adapun teknik pengumpulan data dilakukan melalui kuesioner. Pengambilan sampel menggunakan teknik purposive sampling. Pengujian statistik yang digunakan adalah dengan uji validitas, uji reliabilitas, dan *Aritmatic mean*. Berdasarkan hasil penelitian, *Organizational Citizenship Behavior* secara keseluruhan memiliki rata-rata sebesar 2,70 yang termasuk kategori setuju, artinya responden setuju terhadap pernyataan indikator variabel *Organizational Citizenship Behavior*. *Organizational Citizenship Behavior* tertinggi yaitu pada indikator *sportsmanship* dengan nilai rata-rata 3,26 yang termasuk kategori sangat setuju sedangkan indikator terendah yaitu *Atruism* dengan nilai rata-rata 1,98 yang kategori setuju.

Kata Kunci: *Altruism, Civic Virtue, Conssentiousness, Courtesy, Sportsmanship*

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ANALYSIS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) IN EMPLOYEES OF PT PUTRA NUGRAHA SENTOSA KLATEN

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Abstract

This research was conducted at PT Putra Nugraha Sentosa Klaten. This study aims to determine and analyze Organizational Citizenship Behavior in employees of PT Putra Nugraha Sentosa Klaten. The population in this study was all employees of PT Putra Nugraha Sentosa Klaten, while the research sample amounted to 30 permanent employees. The data collection technique was carried out through a questionnaire. Sampling was implemented by using purposive sampling technique. Statistical testing used is the validity test, reliability test, and Arithmetic mean. Based on the research results, Organizational Citizenship Behavior as a whole has an average of 2,70 which is in the agreed category, meaning that respondents agree with the statement of the Organizational Citizenship Behavior variable indicator. The highest Organizational Citizenship Behavior is in the sportsmanship indicator with an average value of 3,26 which is in the strongly agree category, while the lowest indicator is Atruism with an average value of 1,98 which is in the agree category.

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