**ANALISIS *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* KARYAWAN DI PT PRIMA TUNAS KHARISMA BULUNGAN, KALIMANTAN UTARA**

**Noni Sentia**

**Abstrak**

Penelitian ini bertujuan untuk menganalisis *Organizational Citizenship Behaviour* Karyawan di PT Prima Tunas Kharisma Bulungan, Kalimantan Utara. Penelitian ini menggunakan metode deskriptif kuantitatif. Data primer bersumber dari hasil kuesioner persepsi karyawan. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan teknik *simple random sampling* total sejumlah 124 responden. Berdasarkan hasil penelitian secara keseluruhan variabel OCB memiliki rata-rata hitung sebesar 2,64 yang termasuk kategori setuju. Berdasarkan indikator *altruism* memiliki rata-rata hitung sebesar 2,40 yang termasuk kategori tidak setuju. Berdasarkan indikator *civic virtue* memiliki rata-rata hitung sebesar 2,07 yang termasuk ketagori tidak setuju. Berdasarkan indikator *conscientiousness* memiliki rata-rata hitung sebesar 2,45 yang termasuk kategori tidak setuju. Berdasarkan indikator *courtesy* memiliki rata-rata hitung sebesar 3,01 yang termasuk kategori setuju. Berdasarkan indikator *sportmanship* memiliki rata-rata hitung sebesar 3,29 yang termasuk kategori sangat setuju.

**Kata Kunci:** *Organizational Citizenship Behaviour, Altruism, Civic Virtue, Conscientiousness, Courtesy, Sportmanship*



ORGANIZATIONAL ANALYSIS OF CITIZENSHIP BEHAVIOR OF EMPLOYEES AT PT PRIMA TUNAS KHARISMA BULUNGAN, NORTH KALIMANTAN

***Noni Sentia***

***Abstract***

*This study aimed to analyze employees Organizational Citizenship Behaviour (OCB) at PT Prima Tunas Kharisma Bulungan, North Borneo. This study used quantitative descriptive methods. Primary data came from the results of the employee’s perception about OCB. Sampling techniques used in this study was simple random sampling, consist of 124 respondents. Based on the results of the overall study, the OCB variable had an average calculation of 2.64 in agree category. On altruistic indicator, the average result was 2.40, in disagree category. According to the civic virtue indicator, the average result was 2.07, in disagree category. The conscientiousness indicator, the average was 2.45, in disagree category. On courtesy indicator, the average was 3.01, in agree category. Sportmanship indicator had 3.29 on average, in very agreecategory.*

***Keyword:*** *Organizational Citizenship Behaviour, Altruism, Civic Virtue, Conscientiousness, Courtesy, Spotmanship*