

ABSTRAK

Hubungan antara Komitmen Organisasi dengan Organizational Citizenship Behavior Pegawai di Direktorat Pembinaan SD Ditjen

Dikdasmen Kementerian Pendidikan dan Kebudayaan

(2019)

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Penelitian ini bertujuan untuk mengetahui ada tidaknya hubungan antara Komitmen Organisasi dengan Organizational Citizenship Behavior Pegawai di Direktorat Pembinaan SD Ditjen Dikdasmen Kementerian Pendidikan dan Kebudayaan.

Metode penelitian yang digunakan menggunakan metode survei dengan pendekatan kuantitatif dan analisa korelasional. Sampel penelitian adalah 63 pegawai di Direktorat Pembinaan SD Kemendikbud. Pengambilan sampel secara acak menggunakan rumus *simple random sampling* dengan rumus Slovin dan pengumpulan data menggunakan kuesioner.

Dari hasil uji hipotesis diperoleh t_{hitung} sebesar 26,329 yang berarti lebih besar dari t_{tabel} sebesar 1,670, maka hipotesis alternatif (H_a) dinyatakan diterima secara positif. Dari koefisien determinasi, komitmen organisasi memberikan kontribusi sebesar 91,91% terhadap OCB pegawai di Direktorat Pembinaan SD Ditjen Dikdasmen Kemendikbud. Berdasarkan hasil penelitian diketahui bahwa semakin tinggi komitmen organisasi pegawai, maka semakin meningkat perilaku OCB yang ditunjukkan pegawai.

Kata kunci : Komitmen Organisasi, *Organizational Citizenship Behavior*

ABSTRACT

**Relationship between Organizational Commitment and Organizational
Citizenship Behavior Employees in the Directorate of Elementary School
Development Directorate General of Primary and Secondary Education
Ministry of Education and Culture**

(2019)

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This study aims to determine whether there is a relationship between Organizational Commitment and Organizational Citizenship Behavior Employees in the Directorate of Elementary School Development in the Directorate General of Primary and Secondary Education at the Ministry of Education and Culture.

The research method used is a survey method with quantitative approaches and correlational analysis. The study sample was 63 employees in the Ministry of Education and Culture's SD Development Directorate. Sampling is randomly using the simple random sampling formula with Slovin formula and data collection using a questionnaire.

From the results of hypothesis testing, it is found that t_{count} is 26.329 which means that it is greater than t_{table} of 1.670, then the alternative hypothesis (H_a) is stated to be positively accepted. From the coefficient of determination, organizational commitment contributes 91.91% to OCB employees in the Directorate of Elementary Development Directorate General of Primary and Secondary Education Ministry of Education and Culture. Based on the results of the study, it is known that the higher the employee's organizational commitment, the higher OCB behavior shown by employees.

Keywords: **Organizational Commitment, Organizational Citizenship Behavior.**