

**HUBUNGAN ANTARA KEPUASAN KERJA DAN KOMITMEN
ORGANISASI DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR*
GURU SEKOLAH MENENGAH PERTAMA NEGERI DI KECAMATAN
JATINEGARA JAKARTA TIMUR
(2017)**

WULAN PURWANTI

ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah terdapat Hubungan antara Kepuasan Kerja dan Komitmen Organisasi dengan *Organizational Citizenship Behavior* Guru Sekolah Menengah Pertama Negeri di Kecamatan Jatinegara Jakarta Timur. Penelitian ini merupakan penelitian kuantitatif dengan tiga variabel di dalamnya, yaitu (X_1) Kepuasan Kerja sebagai variabel bebas, (X_2) Komitmen Organisasi sebagai variabel bebas dan (Y) *Organizational Citizenship Behavior* sebagai variabel terikat.

Metode penelitian yang digunakan adalah metode survey dengan analisis korelasional. Populasi dalam penelitian ini adalah Guru PNS Sekolah Menengah Pertama Negeri di Kecamatan Jatinegara Jakarta Timur. Sampel diambil dengan menggunakan teknik *simple random sampling*. Berdasarkan teknik tersebut, sampel yang digunakan sebanyak 66 guru PNS. Pengumpulan data ketiga variabel menggunakan kuesioner.

Hasil penelitian menunjukkan bahwa (1) terdapat hubungan positif antara kepuasan kerja dengan *organizational citizenship behavior*, (2) terdapat hubungan positif antara komitmen organisasi dengan *organizational citizenship behavior*, (3) terdapat hubungan positif antara kepuasan kerja dan komitmen organisasi secara bersama-sama dengan *organizational citizenship behavior*.

**Kata Kunci : *Organizational Citizenship Behavior*, Kepuasan Kerja,
Komitmen Organisasi**

**THE RELATIONSHIP BETWEEN JOB SATISFACTION AND
ORGANIZATIONAL COMMITMENT WITH ORGANIZATIONAL
CITIZENSHIP BEHAVIOR THE JUNIOR HIGH SCHOOL TEACHERS IN
DISTRICT JATINEGARA EAST JAKARTA
(2017)**

WULAN PURWANTI

ABSTRACT

This study attempts to know whether there is a relationship between job satisfaction and organizational commitment with organizational citizenship behavior the junior high school teachers in kecamatan jatinegara. This research ia a quantitative research with three variabel in it, which are (X_1) job satisfaction as independent variabel, (X_2) organizational commitment as independent variabel and (y) organizational citizenship behavior as dependent variabel.

Research methodology used is survey method with the analysis of correlational. Population in this research is the junior high school civil servant teachers in kecamatan jatinegara . Sample taken with using a technique simple random sampling . Based on the technique , sample used as many as 66 civil servant teachers . Data collection third variable use questionnaires

The research results show that (1) there is a positive relationship between job satisfaction with organizational citizenship behavior , (2) there is a positive relationship between organizational commitment with organizational citizenship behavior, (3) there are a positive relationship between job satisfaction and organizational commitment together with organizational citizenship behavior.

**Keywords : Organizational Citizenship Behavior, Job Satisfaction,
Organizational Commitment**