

## ABSTRAK

### HUBUNGAN ANTARA KONTRAK PSIKOLOGIS DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADAPEGAWAI BANK NAGARI PADANG

Penelitian ini bertujuan untuk mengetahui hubungan antara kontrak psikologis dengan *organizational citizenship behavior* pada pegawai di Bank Nagari Kota Padang. Variabel penelitian yaitu kontrak psikologis (X) dan *organizational citizenship behavior* (Y). Metode pengumpulan data menyebar kuesioner dengan sampel 116 pegawai di Bank Nagari Kota Padang. Adapun sampel penelitian ini menggunakan Teknik *simple random sampling*. Alat ukur yang digunakan dalam penelitian ini adalah skala kontrak psikologis dan skala *organizational citizenship behavior*. Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi Spearman yang dilakukan dengan bantuan IBM SPSS versi 23, yang menunjukkan bahwa nilai koefisien korelasi  $r = 0,480$  dengan nilai (p) sig = 0,000, karena nilai p sig  $0,000 < 0,01$  yang berarti terdapat hubungan yang sangat signifikan antara kontrak psikologis dengan *organizational citizenship behavior* dengan arah positif, artinya semakin tinggi kontrak psikologis, maka semakin tinggi *organizational citizenship behavior*. Sebaliknya semakin rendah kontrak psikologis, maka semakin rendah *organizational citizenship behavior* pada pegawai di Bank Nagari Kota Padang. Berarti hipotesis penelitian dapat diterima. Kontribusi efektif variabel kontrak psikologis terhadap *organizational citizenship behavior* 23%.

**Kata kunci:** kontrak psikologis, *organizational citizenship behavior*, pegawai, bank, bank nagari padang

## **ABSTRACT**

### **RELATIONSHIP BETWEEN CONTRACTS PSYCHOLOGICAL AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF EMPLOYEES IN BANK NAGARI CITY OF PADANG**

*This study aims to determine the relationship between contracts psychological with organizational citizenship behavior in the Bank Nagari City of Padang. The research variables are the contracts psychological (X) and organizational citizenship behavior (Y). The data collection method is spread questionnaire with a sample of 116 employees at Bank Nagari City of Padang. As for the sample of this research uses simple random sampling technique. Measuring instrument used in this study is the contracts psychological scale and organizational citizenship behavior scale. Data analysis method used for testing the hypothesis in this research is to use the Spearman with the help of IBM SPSS version 23, which shows that the value correlation coefficient  $r = 0,480$  with a value of  $(p) sig = 0,000$ . because the  $p sig$  value is  $0,000 < 0,01$  which means there is a very significant relationship between contracts psychological with organizational citizenship behavior with direction positive, meaning that the higher contracts psychological the higher organizational citizenship behavior. Conversely, the lower contracts psychological, the lower organizational citizenship behavior on employee at Bank Nagari City of Padang. It means that the research hypothesis can be accepted. The effective contribution of contracts psychological variable to organizational citizenship behavior 23%.*

***Keywords: contracts psychological, organizational citizenship behavior, employees, bank, bank nagari of padang***