

ABSTRAK

HUBUNGAN ANTARA *HAPPINES AT WORK* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) PADA PEGAWAI KONTRAK DINAS PERHUBUNGAN KOTA PADANG

Penelitiannya bertujuan untuk mengetahui hubungan antara *happines at work* dengan *organizational citizenship behavior* pada pegawai kontrak dinas perhubungan Kota Padang. Variabel bebas dalam penelitian ini adalah *happines at work* dan variabel terikatnya adalah *organizational citizenship behavior* alat ukur yang digunakan dalam penelitian ini adalah skala *happines at work* dan skala *organizational citizenship behavior*. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *sampling jenuh*. Sampel dalam penelitian ini adalah 84 pegawai kontrak dinas perhubungan kota padang. Uji validitas dan reliabilitas dalam penelitian ini menggunakan teknik *Cronbach Alpha*. Hasil koefisien validitas pada skala *happines at work* dengan nilai *corrected item-total correlation* berkisar antara 0,341 sampai dengan 0,702 sedangkan koefisien reliabilitasnya sebesar 0,945. Hasil koefisien validitas pada skala *organizational citizenship behavior* dengan nilai *corrected item-total correlation* berkisar antara 0,322 sampai dengan 0,755 sedangkan koefisien reliabilitasnya sebesar 0,950. Berdasarkan analisis data nilai korelasi 0, 557 dengan tingkat signifikansi 0,000 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan Positif yang signifikan dengan taraf sedang antara *happines at work* dengan *organizational citizenship behavior* pada pegawai kontrak dinas perhubungan Kota Padang. Kontribusi efektif dari variabel *happines at work* pada variabel *organizational citizenship behavior* adalah sebesar 31%.

Kata Kunci : *happines at work, organizational citizenship behavior, pegawai kontrak, instansi*

ABSTRACT

THE RELATIONSHIP BETWEEN HAPPINESS AT WORK AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) CONTRACT EMPLOYEE OF THE DEPARTMENT OF TRANSPORTATIONPADANG CITY

The research aims to determine the relationship between happiness at work and organizational citizenship behavior in civil service contract employees in the city of Padang. The independent variable in this study is happiness at work and the dependent variable is organizational citizenship behavior. The measurement tools used in this study are the happiness at work scale and the organizational citizenship behavior scale. The sampling technique in this study used a saturated sampling technique. The sample in this study were 84 contract employees of the Padang city transportation service. Test the validity and reliability in this study using the Cronbach Alpha technique. The results of the validity coefficient on the happiness at work scale with the corrected item-total correlation ranged from 0.341 to 0.702 while the reliability coefficient was 0.945. The results of the validity coefficient on the organizational citizenship behavior scale with the corrected item-total correlation ranged from 0.322 to 0.755 while the reliability coefficient was 0.950. Based on data analysis, a correlation value of 0.557 with a significance level of 0.000 is obtained, which means the hypothesis is accepted. This shows that there is a significant positive relationship with a moderate level between happiness at work and organizational citizenship behavior in civil service contract employees in the city of Padang. The effective contribution of the happiness at work variable to the organizational citizenship behavior variable is 31%.

Keywords: happiness at work, organizational citizenship behavior, contract employees, agencies