

ABSTRAK

HUBUNGAN ANTARA *PSYCHOLOGICAL EMPOWERMENT* TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA PEGAWAI PUSKESMAS DI SULIT AIR

Tujuan penelitian ini adalah untuk mengetahui secara empiris hubungan antara *Psychological Empowerment* dan *organizational citizenship behavior* pada pegawai Puskesmas Sulit air. Variabel dependen dalam penelitian ini adalah *organizational citizenship behavior* dan variabel independen adalah *psychological empowerment*. Alat ukur yang digunakan dalam penelitian ini adalah skala *psychological empowerment* dan skala *organizational Citizenship Behavior*. Teknik pengambilan sampel adalah sampling jenuh yaitu teknik penentuan sampel dimana semua anggota populasi dijadikan sampel. Sampel dalam penelitian ini adalah pegawai Puskesmas Sulit Air yang berjumlah sebanyak 48 orang. Hasil uji coba menunjukkan koefisien validitas pada *psychological empowerment* bergerak dari 0,324 sampai 0,754, sedangkan koefisien reliabilitasnya sebesar 0,923, dan untuk koefisien validitas pada *organizational citizenship behavior* bergerak dari 0,346 sampai dengan 0,732, sedangkan koefisien reliabilitasnya sebesar 0,927. Berdasarkan analisis data, diperoleh nilai korelasi sebesar 0,646 dengan taraf signifikansi 0,000 yang berarti hipotesis diterima. Hal ini menunjukkan bahwa ada hubungan yang kuat dan sangat signifikan antara *psychological empowerment* terhadap *organizational citizenship behavior*. Dengan besar sumbangan efektif *psychological empowerment* dengan *organizational citizenship behaviour* pada pegawai sebesar 42%.

Kata Kunci : *Psychological Empowerment, Organizational Citizenship Behavior*

ABSTRACT

THE RELATIONSHIP BETWEEN PSYCHOLOGICAL EMPOWERMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN PUSKESMAS EMPLOYEES IN SULIT AIR

The aim of this research is to determine the relationship between Psychological Empowerment and organizational citizenship behavior in the employees of the Tulis Air Health Center. The dependent variable in this research is organizational citizenship behavior and the independent variable is psychological empowerment. The measuring instruments used in this research are the psychological empowerment scale and the Organizational Citizenship Behavior scale. The sampling technique is saturated sampling, namely a sampling technique where all members are sampled. The sample in this study was 48 employees of the Tulisan Air Community Health Center. The test results show that the validity coefficient on psychological empowerment moves from 0.324 to 0.754, while the reliability coefficient is 0.923, and the validity coefficient on organizational citizenship behavior moves from 0.346 to 0.732, while the reliability coefficient is 0.927. Based on data analysis, a correlation value of 0.646 was obtained with a significance level of 0.000, which means the hypothesis was accepted. This shows that there is a moderate and very significant relationship between psychological empowerment and organizational citizenship behavior. With a large contribution to effective psychological empowerment through organizational citizenship behavior in employees amounting to 42%.

Keywords: Psychological Empowerment, Organizational Citizenship Behavior