

ABSTRAK

HUBUNGAN ANTARA *EMPLOYEE ENGAGEMENT* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA PEGAWAI DI BNNP SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui hubungan *employee engagement* dengan *organizational citizenship behavior* pada pegawai BNNP Sumatera Barat. Variabel bebas dalam penelitian ini adalah *employee engagement* dan variabel terikat adalah *organization citizenship behavior*. Alat ukur yang digunakan dalam penelitian ini adalah skala *employee engagement* dan skala *organizational citizenship behavior*. Teknik pemilihan sampel dalam penelitian ini adalah teknik *sampling* jenuh. Sampel dalam penelitian ini adalah 57 orang pegawai BNNP Sumatera Barat. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala *employee engagement* berkisar antara 0,326 sampai dengan 0,843. Hasil koefisien validitas pada skala *organizational citizenship behavior* berkisar antara 0,334 sampai dengan 0,893. Dengan koefisien reliabilitas *employee engagement* sebesar 0.944 dan pada skala *organizational citizenship behavior* sebesar 0.955. Berdasarkan analisis data, diperoleh nilai korelasi antara *employee engagement* dan *organizational citizenship behavior* sebesar $r = 0.532$ dengan taraf signifikan $p = 0.000$ yang berarti hipotesis diterima. Menunjukkan hubungan dengan taraf sedang dan berarah positif, artinya semakin tinggi *employee engagement* maka semakin tinggi *organizational citizenship behavior* dan sebaliknya semakin rendah *employee engagement* maka semakin rendah *organizational citizenship behavior*. Hal ini menunjukkan bahwa ada hubungan antara *employee engagement* dengan *organizational citizenship behavior* pada Pegawai BNNP Sumatera Barat.

Kata Kunci: *employee engagement, organizational citizenship behavior, pegawai, BNNP.*

ABSTRACT

THE RELATIONSHIP BETWEEN EMPLOYEE ENGAGEMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR AT EMPLOYEES AT BNNP WEST SUMATRA

This research aims to determine the relationship between employee engagement and organizational citizenship behavior in West Sumatra BNNP employees. The independent variable in this research is employee engagement and the dependent variable is organizational citizenship behavior. The measuring instruments used in this research are the employee engagement scale and the organizational citizenship behavior scale. The sample selection technique in this research is a saturated sampling technique. The sample in this study was 57 West Sumatra BNNP employees. Validity and reliability testing in this research used the Cronbach's alpha technique. The results of the validity coefficient on the employee engagement scale ranged from 0.326 to 0.843. The results of the validity coefficient on the organizational citizenship behavior scale ranged from 0.334 to 0.893. With an employee engagement reliability coefficient of 0.944 and an organizational citizenship behavior scale of 0.955. Based on data analysis, the correlation value between employee engagement and organizational citizenship behavior was $r = 0.532$ with a significant level of $p = 0.000$, which means the hypothesis was accepted. Shows a medium level relationship with a positive direction, meaning that the higher employee engagement, the higher the organizational citizenship behavior and conversely, the lower the employee engagement, the lower the organizational citizenship behavior. This shows that there is a relationship between employee engagement and organizational citizenship behavior in West Sumatra BNNP employees.

Keywords: *employee engagement, organizational citizenship behavior, employees, BNNP.*