

ABSTRAK

HUBUNGAN IKLIM ORGANISASI DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA PEGAWAI BADAN PENGELOLA KEUANGAN DAN ASET DAERAH (BPKAD) KOTA SAWAHLUNTO

Penelitian ini bertujuan untuk mengetahui hubungan antara iklim organisasi dengan *organizational citizenship behavior* pada pegawai Badan Pengelola Keuangan dan Aset Daerah (BPKAD) Kota Sawahlunto. Variabel bebas dalam penelitian ini adalah iklim organisasi sedangkan variabel terikat adalah *organizational citizenship behavior*. Alat ukur yang digunakan dalam penelitian ini adalah skala iklim organisasi dan *organizational citizenship behavior*. Teknik pengambilan sampel dalam penelitian ini menggunakan *sampling jenuh*. Sampel dalam penelitian ini adalah 68 orang pegawai Badan Pengelola Keuangan dan Aset Daerah (BPKAD) Kota Sawahlunto. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *Alpha Cronbach* dan *construct reliability*. Hasil koefisien validitas pada skala iklim organisasi bergerak dari $r_{ix} = 0,328$ sampai dengan $r_{ix} = 0,773$ dengan nilai koefisien reliabilitas $\alpha = 0,956$ sedangkan hasil koefisien validitas pada skala *organizational citizenship behavior* bergerak dari $r_{ix} = 0,47$ sampai dengan $r_{ix} = 0,84$ dengan nilai koefisien reliabilitas $\alpha = 0,94$. Berdasarkan analisis data, diperoleh nilai korelasi sebesar 0,757 dengan taraf signifikansi 0,000 yang berarti hipotesis diterima. Hal ini menunjukkan bahwa ada hubungan antara iklim organisasi dengan *organizational citizenship behavior* pada pegawai Badan Pengelola Keuangan dan Aset Daerah Kota Sawahlunto. Adapun sumbangan efektif dari variabel iklim organisasi terhadap *Organizational citizenship behavior* (OCB) sebesar 57%, hal ini dapat diartikan bahwa iklim organisasi mampu memberikan kontribusi positif terhadap *Organizational citizenship behavior* (OCB) sebesar 57%.

Kata kunci: Iklim organisasi, OCB, pegawai

ABSTRACT

THE RELATIONSHIP BETWEEN ORGANIZATIONAL CLIMATE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) EMPLOYEES OF THE REGIONAL FINANCIAL AND ASSET MANAGEMENT AGENCY SAWAHLUNTO CITY

This study aims to determine the relationship between organizational climate and organizational citizenship behavior of employees of the Financial and Asset Management Agency (BPKAD) of Sawahlunto City. The independent variable in this study is organizational climate while the dependent variable is organizational citizenship behavior. The measuring instrument used in this study is the organizational climate scale and organizational citizenship behavior. The sampling technique in this study used saturated sampling. The sample in this study was 68 employees of the Financial and Asset Management Agency (BPKAD) of Sawahlunto City. The validity and reliability tests in this study used the Alpha Cronbach and construct reliability techniques. The results of the validity coefficient on the organizational climate scale moved from $r_{ix} = 0.328$ to $r_{ix} = 0.773$ with a reliability coefficient value of $\alpha = 0.956$ while the results of the validity coefficient on the organizational citizenship behavior scale moved from $r_{ix} = 0.47$ to $r_{ix} = 0.84$ with a reliability coefficient value of $\alpha = 0.94$. Based on data analysis, a correlation value of 0.757 was obtained with a significance level of 0.000, which means that the hypothesis is accepted. This shows that there is a relationship between organizational climate and organizational citizenship behavior in employees of the Financial and Regional Asset Management Agency of Sawahlunto City. The effective contribution of the organizational climate variable to organizational citizenship behavior (OCB) is 57%, this can be interpreted that organizational climate is able to provide a positive contribution to organizational citizenship behavior (OCB) by 57%.

Keywords: Organizational Climate, OCB, Employess