

## ABSTRAK

### HUBUNGAN ANTARA KECERDASAN EMOSIONAL DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* DI DINAS TENAGA KERJA DAN TRANSMIGRASI PROVINSI SUMATERA BARAT

Penelitian ini bertujuan untuk mengetahui hubungan antara kecerdasan emosional dengan *organizational citizenship behavior* di Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Variabel bebas dalam penelitian ini adalah kecerdasan emosional dan variabel terikat adalah *organizational citizenship behavior*. Alat ukur yang digunakan dalam penelitian ini adalah skala kecerdasan emosional dan skala *organizational citizenship behavior*. Teknik pemilihan sampel dalam penelitian ini adalah teknik *simple random sampling*. Sampel dalam penelitian ini adalah 101 orang pegawai di Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada kecerdasan emosional berkisar antara 0,378 sampai dengan 0,888. Hasil koefisien validitas pada skala *organizational citizenship behavior* berkisar antara 0,308 sampai dengan 0,665. Dengan koefisien reliabilitas kecerdasan emosional sebesar 0,959 dan pada skala *organizational citizenship behavior* sebesar 0,918. Berdasarkan analisis data, diperoleh nilai korelasi antara kecerdasan emosional dan *organizational citizenship behavior* sebesar  $r = 0,749$  dengan taraf signifikan  $p = 0.000$  yang berarti hipotesis diterima. Menunjukkan hubungan dengan taraf kuat dan berarah positif, artinya semakin tinggi Kecerdasan Emosional semakin tinggi *Organizational Citizenship Behavior* dan sebaliknya semakin rendah Kecerdasan Emosional maka semakin rendah *Organizational Citizenship Behavior*. Hal ini menunjukkan bahwa ada hubungan yang sangat signifikan antara kecerdasan emosional dengan *organizational citizenship behavior* di Dinas Tenaga Kerja Dan Transmigrasi Provinsi Sumatera Barat.

**Kata kunci:** kecerdasan emosional, *Organizational Citizenship Behavior*, pegawai.

## **ABSTRACT**

### **THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN THE SERVICES PROVINCIAL LABOR AND TRANSMIGRATION WEST SUMATRA**

*This study aims to determine the relationship between emotional intelligence and organizational citizenship behavior in the West Sumatra Province Manpower and Transmigration Service. The independent variable in this research is emotional intelligence and the dependent variable is organizational citizenship behavior. The measuring instruments used in this research are the emotional intelligence scale and the organizational citizenship behavior scale. The sample selection technique in this research is a simple random sampling technique. The sample in this research was 101 employees at the West Sumatra Province Manpower and Transmigration Service. Validity and reliability testing in this research used the Cronbach's alpha technique. The results of the validity coefficient on emotional intelligence ranged from 0.378 to 0.888. The results of the validity coefficient on the organizational citizenship behavior scale ranged from 0.308 to 0.665. With an emotional intelligence reliability coefficient of 0.959 and an organizational citizenship behavior scale of 0.918. Based on data analysis, the correlation value between emotional intelligence and organizational citizenship behavior was  $r = 0.749$  with a significant level  $p = 0.000$  which means the hypothesis is accepted. Shows a relationship with a strong level and has a positive direction, meaning that the higher the Emotional Intelligence, the higher the Organizational Citizenship Behavior and conversely, the lower the Emotional Intelligence, the lower the Organizational Citizenship Behavior. This shows that there is a very significant relationship between emotional intelligence and organizational citizenship behavior in the West Sumatra Province Manpower and Transmigration Service.*

**Key words:** *emotional intelligence, Organizational Citizenship Behavior, employees.*