

**HUBUNGAN ANTARA *HAPPINESS AT WORK* DENGAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN BANK
NAGARI KANTOR PUSAT KOTA PADANG**

Najla Iznil Khotimah, Program Psikologi, Fakultas Psikologi

Universitas Putra Indonesia YPTK Padang

Email : najlaiznilkhotimah@gmail.com

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *Happiness at Work* dengan *Organizational Citizenship Behavior* pada karyawan Bank Nagari Kantor Pusat Kota Padang. Variabel bebas dalam penelitian ini adalah *Happiness at Work*, sedangkan variabel terikat dalam penelitian ini adalah *Organizational Citizenship Behavior*. Alat ukur yang digunakan dalam penelitian ini adalah skala *Happiness at Work* dan skala *Organizational Citizenship Behavior*. Teknik pengambilan sampel dalam penelitian ini adalah *simple random sampling* yaitu dikatakan *simple* (sederhana) karena pengambilan anggota sampel dari populasi dilakukan secara acak tanpa memperhatikan strata yang ada dalam populasi itu, cara demikian dilakukan apabila anggota populasi dianggap homogen. Maka jumlah sampel yang menjadi subjek dalam penelitian ini berjumlah 276 orang karyawan Bank Nagari Kantor Pusat Kota Padang. Uji validitas menggunakan *Corrected Item-Total Correlation* dan uji reliabilitas menggunakan teknik *Alpha Cronbach*. Hasil uji coba menunjukkan koefisien validitas pada *Happiness at Work* bergerak dari 0,371 sampai dengan 0,705, sedangkan koefisien reliabilitas diperoleh sebesar 0,943. Koefisien validitas pada *Organizational Citizenship Behavior* bergerak dari 0,344 sampai dengan 0,718, sedangkan koefisien reliabilitas diperoleh sebesar 0,903. Berdasarkan analisis data, diperoleh korelasi sebesar 0,393 dengan taraf signifikan 0,000 yang berarti hipotesis diterima. Hal ini menunjukkan bahwa terdapat hubungan yang kuat dan signifikan antara *Happiness at Work* dengan *Organizational Citizenship Behavior* pada karyawan Bank Nagari Kantor Pusat Kota Padang dengan arah hubungan positif, artinya semakin tinggi *Happiness at Work* maka semakin tinggi *Organizational Citizenship Behavior*. Adapun sumbangan efektif dari variabel *Happiness at Work* terhadap *Organizational Citizenship Behavior* pada karyawan Bank Nagari Kantor Pusat Kota Padang sebesar 15,4% dan 84,6% lagi dipengaruhi oleh faktor lain.

Kata kunci: *Happiness at Work*, *Organizational Citizenship Behavior*, Karyawan

**THE RELATIONSHIP BETWEEN HAPPINESS AT WORK AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN EMPLOYEES OF BANK
NAGARI HEAD OFFICE PADANG**

Najla Iznil Khotimah, Program Psikologi, Fakultas Psikologi

Universitas Putra Indonesia YPTK Padang

Email : najlaiznilkhotimah@gmail.com

ABSTRACT

This research aims to determine the relationship between Happiness at Work and Organizational Citizenship Behavior in Bank Nagari employees, Padang City Head Office. The independent variable in this research is Happiness at Work, while the dependent variable in this research is Organizational Citizenship Behavior. The measuring instruments used in this research are the Happiness at Work scale and the Organizational Citizenship Behavior scale. The sampling technique in this research is simple random sampling, which is said to be simple (simple) because the sampling of sample members from the population is carried out randomly without paying attention to the strata in the population, this method is carried out if the members of the population are considered homogeneous. So the number of samples that were subjects in this research was 276 employees of Bank Nagari, Padang City Head Office. Validity test uses Corrected Item-Total Correlation and reliability test uses Cronbach's Alpha technique. The test results show that the validity coefficient on Happiness at Work moves from 0.371 to 0.705, while the reliability coefficient obtained is 0.943. The validity coefficient on Organizational Citizenship Behavior moves from 0.344 to 0.718, while the reliability coefficient obtained is 0.903. Based on data analysis, a correlation of 0.393 was obtained with a significance level of 0.000, which means the hypothesis was accepted. This shows that there is a strong and significant relationship between Happiness at Work and Organizational Citizenship Behavior in the employees of Bank Nagari Padang City Head Office with a positive relationship direction, meaning that the higher the Happiness at Work, the higher the Organizational Citizenship Behavior. The effective contribution of the Happiness at Work variable to Organizational Citizenship Behavior among Bank Nagari Padang City Head Office employees is 15.4% and another 84.6% is influenced by other factors.

Keywords: *Happiness at Work, Organizational Citizenship Behavior, Employees*