

HUBUNGAN ANTARA KECERDASAN EMOSIONAL DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA PEGAWAI DI DPMPTSP KAB. LIMA PULUH KOTA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kecerdasan emosional dengan *organizational citizenship behavior* (OCB) pada pegawai di DPMPTSP Kab. Lima Puluh Kota. 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 *sampling sensus*. Sampel dalam penelitian ini adalah 34 orang pegawai di DPMPTSP Kab. Lima Puluh Kota. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala kecerdasan emosional berkisar antara 0.300 sampai dengan 0,780. Hasil koefisien validitas pada skala *organizational citizenship behavior* berkisar antara 0.335 sampai dengan 0.766. Dengan koefisien reliabilitas kecerdasan emosional sebesar 0.906 dan pada skala *organizational citizenship behavior* sebesar 0.936. Berdasarkan analisis data, diperoleh nilai korelasi antara kecerdasan emosional dan *organizational citizenship behavior* sebesar $r = 0.382$ dengan taraf signifikan $p = 0.000$ yang berarti hipotesis diterima. terdapat hubungan yang sangat signifikan antara kecerdasan emosional dengan *organizational citizenship behavior* (OCB) pada pegawai di DPMPTSP Kab. Lima Puluh Kota. Menunjukkan hubungan dengan arah positif dan taraf rendah, artinya semakin tinggi kecerdasan emosional maka semakin tinggi *organizational citizenship behaviors* (OCB), dan sebaliknya semakin rendah kecerdasan emosional maka semakin rendah *organizational citizenship behaviors* (OCB).

Kata Kunci: *kecerdasan emosional, organizational citizenship behavior, pegawai, instansi korelasi.*

**THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AMONG
EMPLOYEES AT THE DEPARTMENT OF PUBLIC WORKS
AND PUBLIC HOUSING (DPMPTSP) IN LIMAPULUH
KOTA REGENCY**

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ABSTRACT

This study aims to determine the relationship between emotional intelligence and organizational citizenship behavior (OCB) in employees at DPMPTSP Kab. Lima Puluh Kota. The independent variable in this study is emotional intelligence and the dependent variable is organizational citizenship behavior. The measuring instruments used in this study are the emotional intelligence scale and the organizational citizenship behavior scale. The sample selection technique in this study is the census sampling technique. The sample in this study was 34 employees at DPMPTSP Kab. Lima Puluh Kota. Validity and reliability tests in this study used the alpha cronbach technique. The results of the validity coefficient on the emotional intelligence scale ranged from 0.300 to 0.780. The results of the validity coefficient on the organizational citizenship behavior scale ranged from 0.335 to 0.766. With a reliability coefficient of emotional intelligence of 0.906 and on the organizational citizenship behavior scale of 0.936. Based on data analysis, the correlation value between emotional intelligence and organizational citizenship behavior was obtained at $r = 0.382$ with a significance level of $p = 0.000$, which means the hypothesis is accepted. There is a very significant relationship between emotional intelligence and organizational citizenship behavior (OCB) in employees at DPMPTSP Kab. Lima Puluh Kota. Showing a relationship with a positive direction and a low level, meaning that the higher the emotional intelligence, the higher the organizational citizenship behaviors (OCB), and vice versa, the lower the emotional intelligence, the lower the organizational citizenship behaviors (OCB).

Keywords: *emotional intelligence, organizational citizenship behavior, employees, correlation agency*