

**HUBUNGAN ANTARA *HAPPINESS AT WORK* DENGAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA
PEGAWAI BADAN KEUANGAN DAERAH
PROVINSI SUMATERA BARAT**

Agus Johari, Program Psikologi, Fakultas Psikologi
Universitas Putra Indonesia YPTK Padang
Email: agusscout@gmail.com

ABSTRAK

Membantu rekan sekerja di luar tugasnya disebut dengan *Organizational Citizenship Behavior* (OCB) atau perilaku kewarganegaraan organisasi. *Organizational Citizenship Behavior* artinya sikap sukarela atau membantu orang lain. Untuk itu penting dalam menjaga *Happiness At work* sebuah konsep umum yang mencakup sejumlah besar konstruk mulai dari suasana hati dan emosi yang bersifat sementara hingga sikap yang relatif stabil dan disposisi individu yang sangat stabil pada tingkat individu hingga sikap agregat pada tingkat unit. Penelitian ini bertujuan untuk melihat apakah ada Hubungan Antara *Happiness At Work* Dengan *Organizational Citizenship Behavior*(OCB) Pada Pegawai Badan Pengelolaan Keuangan dan Aset Daerah Provinsi Sumatera Barat. penelitian ini menggunakan metode kuantitatif dengan teknik pengumpulan data berupa skala likert, wawancara dan observasi. dengan mengambil 80 responden yang merupakan pegawai PNS, dengan menggunakan teknik analisis data berupa uji normalitas dan linieritas, dan uji hipotesis. Berdasarkan dari hasil uji korelasi product moment pearson yang dilakukan dengan bantuan IBM SPSS 21, diperoleh nilai koefisien korelasi sebesar $r = 0,634$ dengan taraf signifikansi $p = 0$ karena nilai $(p) \text{ sig } 0 < 0,001$ maka hipotesis peneliti yang mengatakan terdapat hubungan antara *Happiness At Work* dengan *Organizational Citizenship Behavior* (OCB) Pada Pegawai Badan Keuangan Daerah Provinsi Sumatera Barat dapat diterima. Maka Kesimpulan nya ada Hubungan Antara *Happiness At Work* Dengan *Organizational Citizenship Behavior*(OCB) Pada Pegawai Badan Pengelolaan Keuangan dan Aset Daerah Provinsi Sumatera Barat.

Kata kunci : *happiness at work*, *organizational citizenship behavior*, pegawai negeri sipil, padang, sumber daya manusia.

**THE RELATIONSHIP BETWEEN HAPPINESS AT WORK AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR
AMONG REGIONAL FINANCIAL AGENCY
EMPLOYEES IN PROVINCE
WEST SUMATRA**

Agus Johari, *Program of Psychology, Faculty of Psychology,*
Universitas Putra Indonesia YPTK Padang
Email: agusscout@gmail.com

ABSTRACT

Helping coworkers outside of their duties is called Organizational Citizenship Behavior (OCB). Organizational Citizenship Behavior means a voluntary attitude or helping others. For this reason, it is important to maintain Happiness At work, a general concept that includes a large number of constructs ranging from temporary moods and emotions to relatively stable attitudes and very stable individual dispositions at the individual level to aggregate attitudes at the unit level. This study aims to see whether there is a Relationship Between Happiness At Work and Organizational Citizenship Behavior (OCB) in Employees of the Financial and Asset Management Agency of West Sumatra Province. This study uses a quantitative method with data collection techniques in the form of a linkert scale, interviews and observations. by taking 80 respondents who are civil servants, using data analysis techniques in the form of normality and linearity tests, and hypothesis testing. Based on the results of the Pearson product moment correlation test conducted with the help of IBM SPSS 21, the correlation coefficient value was obtained at $r = 0.634$ with a significance level of $p = 0$ because the value $(p) \text{ sig } 0 < 0.1$, then the researcher's hypothesis that there is a relationship between Happiness At Work and Organizational Citizenship Behavior (OCB) in Employees of the Regional Financial Agency of West Sumatra Province can be accepted. So the conclusion is that there is a Relationship Between Happiness At Work and Organizational Citizenship Behavior (OCB) in Employees of the Regional Financial and Asset Management Agency of West Sumatra Province.

Keywords : civil servants, happiness at work, human resources, organizational citizenship behavior,, padang