

HUBUNGAN ANTARA KOMITMEN ORGANISASI DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA PERAWAT RUMAH SAKIT REKSODIWIRYO KOTA PADANG

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dengan *organizational citizenship behavior* (OCB) pada perawat di Rumah Sakit Reksodiwiryo Kota Padang. Komitmen organisasi mencerminkan tingkat keterikatan emosional, loyalitas, dan identifikasi individu terhadap organisasinya, sedangkan *organizational citizenship behavior* (OCB) merujuk pada perilaku kerja sukarela di luar tugas formal yang mendukung efektivitas organisasi. Subjek dalam penelitian ini berjumlah 101 perawat yang dipilih menggunakan teknik random sampling. Penelitian ini menggunakan instrumen pengukuran perilaku yaitu skala komitmen organisasi dan skala *organizational citizenship behavior* (OCB). Analisis data menggunakan korelasi *Pearson Product Moment* menunjukkan adanya hubungan positif yang sangat signifikan antara komitmen organisasi dan *organizational citizenship behavior* (OCB) ($r = 0,871$, $p < 0,01$), dengan sumbangan efektif sebesar 75,86%. Hasil ini mengindikasikan bahwa semakin tinggi komitmen organisasi yang dimiliki perawat, maka semakin tinggi pula kecenderungan mereka untuk menunjukkan perilaku *organizational citizenship behavior* (OCB). Penelitian ini diharapkan dapat menjadi acuan dalam meningkatkan kinerja organisasi rumah sakit melalui penguatan komitmen perawat terhadap institusi tempat mereka bekerja.

Kata kunci: komitmen organisasi, *organizational citizenship behavior*, perawat, psikologi organisas, rumah sakit.

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR AMONG NURSES
AT REKSODIWIRYO HOSPITAL PADANG CITY**

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ABSTRACT

This study aims to examine the relationship between organizational commitment and organizational citizenship behavior (OCB) among nurses at Reksodiwiryo Hospital in Padang City. Organizational commitment reflects the level of emotional attachment, loyalty, and identification an individual has toward their organization, while organizational citizenship behavior (OCB) refers to voluntary work behaviors beyond formal job duties that support organizational effectiveness. The subjects of this study were 101 nurses selected using a random sampling technique. The research utilized behavioral measurement instruments, namely the organizational commitment scale and the organizational citizenship behavior (OCB) scale. Data analysis using the Pearson Product Moment correlation showed a highly significant positive relationship between organizational commitment and organizational citizenship behavior (OCB) ($r = 0.871, p < 0.01$), with an effective contribution of 75.86%. These results indicate that the higher the organizational commitment possessed by nurses, the more likely they are to exhibit organizational citizenship behavior (OCB). This study is expected to serve as a reference for improving hospital organizational performance through strengthening nurses' commitment to their workplace.

Keywords: *organizational commitment, organizational citizenship behavior, nurses, organizational psychology, hospital.*