

**HUBUNGAN ANTARA *QUALITY OF WORK LIFE* DENGAN  
*ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)  
PADA PEGAWAI DINAS KESEHATAN  
KABUPATEN PASAMAN BARAT**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui secara empirik hubungan antara *quality of work life* dengan *organizational citizenship behavior* (OCB) Pada Pegawai Dinas Kesehatan Kabupaten Pasaman Barat. Metode penelitian menggunakan penelitian kuantitatif. Variabel bebas dalam penelitian ini adalah *quality of work life* dan variabel terikat adalah *organizational citizenship behavior* (OCB). Alat ukur yang digunakan dalam penelitian ini adalah skala *quality of work life* dan *organizational citizenship behavior* (OCB). Teknik pengambilan sampel dalam penelitian ini adalah teknik *sampling jenuh*. Sampel dalam penelitian ini adalah 80 pegawai Dinas Kesehatan Kabupaten Pasaman Barat. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala *quality of work life* berkisar antara 0,349 sampai dengan 0,686. Hasil koefisien validitas pada skala *organizational citizenship behavior* (OCB) berkisar antara 0,341 sampai dengan 0,734. Sedangkan koefisien reliabilitas *quality of work life* sebesar 0,916 dan pada skala *organizational citizenship behavior* (OCB) sebesar 0,935. Teknik analisis data menggunakan teknik korelasi *Product Moment Pearson*. Berdasarkan analisis data, diperoleh nilai korelasi sebesar  $r = 0,708$  dengan taraf signifikansi  $p = 0,000$  yang berarti hipotesis diterima. Hal ini menunjukkan bahwa ada hubungan yang sangat signifikan antara *quality of work life* dengan *organizational citizenship behavior* (OCB) pada pegawai Dinas Kesehatan Kabupaten Pasaman Barat yang berarah positif dengan taraf kuat, Kontribusi efektif variabel *quality of work life* terhadap *organizational citizenship behavior* (OCB) sebesar 50,1%.

**Kata kunci :** *quality of work life*, *organizational citizenship behavior* (OCB), Pegawai, Dinas Kesehatan

**THE RELATIONSHIP BETWEEN QUALITY OF WORK LIFE AND  
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)  
TO HEALTH OFFICE EMPLOYEES  
WEST PASAMAN REGENCY**

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**ABSTRACT**

*This study aims to find out empirically the relationship between quality of work life and organizational citizenship behavior (OCB) in West Pasaman Regency Health Office employees. The research method uses quantitative research. The independent variable in this study is quality of work life and the bound variable is organizational citizenship behavior (OCB). The measurement tools used in this study are the quality of work life and organizational citizenship behavior (OCB) scale. The sampling technique in this study is a saturated sampling technique. The sample in this study is 80 employees of the West Pasaman Regency Health Office. The validity and reliability test in this study used the alpha cronbach technique. The results of the validity coefficient on the quality of work life scale ranged from 0.349 to 0.686. The results of the validity coefficient on the organizational citizenship behavior (OCB) scale ranged from 0.341 to 0.734. Meanwhile, the reliability coefficient of quality of work life is 0.916 and on the organizational citizenship behavior (OCB) scale is 0.935. The data analysis technique uses Pearson's Product Moment correlation technique. Based on the data analysis, a correlation value of  $r = 0.708$  was obtained with a significance level of  $p = 0.000$  which means that the hypothesis is accepted. This shows that there is a very significant relationship between the quality of work life and organizational citizenship behavior (OCB) in employees of the West Pasaman Regency Health Office who are positively oriented with a strong level, The effective contribution of the quality of work life variable to organizational citizenship behavior (OCB) is 50.1%.*

**Keywords:** *quality of work life, organizational citizenship behavior (OCB), Employees, Health Office*