

ABSTRAK

HUBUNGAN ANTARA KECERDASAN EMOSIONAL DENGAN *ORGANISASIONAL CITIZENSHIP BEHAVIOR (OCB)* PADA KARYAWAN PT. MITRA KERINCI DI KABUPATEN SOLOK SELATAN

Penelitian bertujuan untuk hubungan antara kecerdasan emosional dengan *Organisational Citizenship Behavior (OCB)* variable bebas dalam penelitian ini adalah kecerdasan emosional dan variable terikat adalah *Organisational Citizenship Behavior (OCB)*. Alat ukur yang digunakan dalam penelitian ini adalah Skala Kecerdasan emosional dan skala *Organisational Citizenship Behavior (OCB)*. Populasi dalam penelitian ini adalah Karyawan PT. mitra kerinci Sebanyak 120 orang. Teknik pengambilan sampel dalam penelitian ini adalah menggunakan teknik sample jenuh. Sample penelitian ini adalah 120 Karyawan PT mitra kerinci. Koefisien validitas *Organisational Citizenship Behavior (OCB)* diperoleh nilai corrected item-total correlation berkisaran antara 0,312 sampai dengan 0,734, dengan koefisien reabilitas sebesar 0,968. Untuk koefisien validitas skala kecerdasan emosi diperoleh nilai corrected item-total correlation berkisaran antara 0,333 sampai dengan 0,769, dengan koefisien reabilitas sebesar 0,976. Hasil uji hipotesis diperoleh 0,01 dengan taraf signifikan 0,000 yang berarti terdapat hubungan antara kecerdasan emosi dengan Organization Citizenship Behavior OCB pada Karyawan PT. Mitra Kerinci Di Kabupaten Solok Selatan yang berarti hipotesis diterima. Hal ini berarti Adapun sumbangan efektif dari variabel Kecerdasan Emosi terhadap *Organization Citizenship Behavior (OCB)* adalah sebesar 48% dan 52% lagi dipengaruhi oleh faktor lain yang mana faktor lain itu diantaranya pandai mengetahui dan mengelola emosi diri sendiri dan membaca emosi orang lain, kesadaran diri, pengaturan diri, keterampilan sosial dan lainnya.

Kata kunci: Kecerdasan Emosional , *Organisational Citizenship Behavior (OCB)*), Karyawan

ABSTRACT

THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND CITIZENSHIP BEHAVIOR (OCB) IN EMPLOYEES OF PT. KERINCI PARTNERIN SOUTH SOLOK DISTRICT

This study aims to determine the relationship between emotional intelligence and Organizational Citizenship Behavior (OCB). The independent variable in this study is emotional intelligence and the dependent variable is Organizational Citizenship Behavior (OCB). The measuring instrument used in this research is the Emotional Intelligence Scale and Organizational Citizenship Behavior (OCB) scale. The population in this study were employees of PT. Mitra Kerinci A total of 120 people. The sampling technique in this study used a saturated sample technique. The sample in this study were 120 employees of PT Mitra Kerinci. The validity coefficient of Organizational Citizenship Behavior (OCB) obtained corrected item-total correlation values ranging from 0.312 to 0.734, with a reliability coefficient of 0.968. For the validity coefficient of the emotional intelligence scale, the corrected item-total correlation values ranged from 0.333 to 0.769, with a reliability coefficient of 0.976. Hypothesis test results obtained 0.01 with a significant level of 0.000 which means that there is a relationship between emotional intelligence and Organizational Citizenship Behavior OCB on employees of PT. Mitra Kerinci in South Solok Regency which means the hypothesis is accepted. This means that the effective contribution of the Emotional Intelligence variable to Organization Citizenship Behavior (OCB) is 48% and the other 52% is influenced by other factors where other factors include being good at knowing and managing one's own emotions and reading other people's emotions, oneself. -awareness, self-regulation, social skills and more

Keywords: Emotional Intelligence, Organization Citizenship Behavior (OCB), Employees