

ABSTRAK

Danang Siaga Putra, 110511094, Hubungan Antara Perceived Organizational Support dengan Organizational Citizenship Behavior pada karyawan PT Enseval Putera Megatrading divisi transportasi cabang Sidoarjo, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2013. xviii+74, 23 lampiran

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara Perceived Organizational Support dengan Organizational Citizenship Behavior. Perceived Organizational Support yang dimaksudkan keyakinan karyawan mengenai sejauhmana organisasi menghargai kontribusi karyawan dan peduli terhadap kesejahteraan dirinya. Sedangkan Organizational Citizenship Behavior adalah kontribusi pekerja yang melebihi deskripsi kerja formal, yang dilakukan secara sukarela tidak untuk kepentingan diri sendiri dan memberi kontribusi pada keefektifan organisasi.

Penelitian ini dilakukan pada karyawan PT Enseval Putera Megatrading divisi transportasi cabang Sidoarjo. Jumlah subyek penelitian sebanyak 52 orang. Alat pengumpulan data berupa kuesioner Perceived Organizational Support yang terdiri dari 37 item yang dibuat sendiri yang mempunyai tiga dimensi, yaitu fairness, supervisory support dan organizational reward and job conditions. Serta alat ukur Organizational Citizenship Behavior yang terdiri dari 29 item. Analisis data dilakukan dengan teknik statistik korelasi Product Moment dengan bantuan program statistic SPSS for windows versi 18.0.

Dari hasil analisis data penelitian diperoleh nilai korelasi antara Perceived Organizational Support dengan Organizational Citizenship Behavior sebesar 0,389 dengan signifikansi 0,04. Hal ini menunjukkan bahwa terdapat korelasi yang signifikan dan bernilai positif antara kedua variabel. Sehingga hipotesis kerja dalam penelitian ini diterima, yaitu ada hubungan antara Perceived Organizational Support dengan Organizational Citizenship Behavior pada karyawan kantor PT Enseval Putera Megatrading divisi transportasi cabang Sidoarjo.

Kata kunci: *Perceived Organizational Support, Organizational Citizenship Behavior, perusahaan*
Daftar Pustaka 59, (1964 - 2012)

ABSTRACT

**Danang Siaga Putra, 110511094, Relationship between Perceived Organizational Support and Organizational Citizenship Behavior at PT Enseval Putera Megatrading transportation division branch Sidoarjo, Undergraduate Theses, Psychology Faculty of Airlangga University Surabaya, 2013.
xviii+74, 23 attachments**

This study aimed to determine whether there is a relationship between Perceived Organizational Support and Organizational Citizenship Behavior. Perceived Organizational Support is meant as an employee's general belief concerning the extent to which the organization values their contributions and cares about their well-being. While Organizational Citizenship Behavior is discretionary behaviors that goes beyond ones formal role and intended to help other people in organization.

This research was conducted at PT Enseval Putera Megatrading transportation division, which branch in Sidoarjo. The subjects were 52 people. The Data collection tools such as Perceived Organizational Support questionnaire was consisting of 37 items in Perceived Organizational Support, it revealed in the three dimentions, namely fairness, supervisory support and organizational reward and job conditions. Organizational Citizenship Behavior as well as measuring tool that consists of 29 items. In analysing the data used statistical techniques Product Moment correlation by using aid of statistical program SPSS for windows version 18.0.

From the analysis of research data, it obtained that the correlation between the Perceived Organizational Support to the Organizational Citizenship Behavior of 0,389 with a 0,04 significance. This indicates that there is a significant correlation and positive value between the two variables. So the working hypothesis in this study received, that there is a relationship between the Perceived Organizational Support with Organizational Citizenship Behavior at the PT Enseval Putera Megatrading transportation division branch Sidoarjo.

Key word: *Perceived Organizational Support, Organizational Citizenship Behavior, company*

References 59, (1964 - 2012)