

ABSTRAKSI

Maulida Habsyi, 110610089, Hubungan Antara *Employee Engagement* dengan *Organizational Citizenship Behaviour* pada Karyawan CV. Oeloeng Bojonegoro, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2011

xviii+118, 7 lampiran

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara employee engagement dengan organizational citizenship behaviour. Employee engagement yang dimaksudkan adalah suatu tingkatan mengenai seberapa besar pekerja terlibat dan antusias dalam bekerja. Sedangkan organizational citizenship behaviour adalah perilaku individu yang bebas, tidak berkaitan secara langsung dan tidak secara eksplisit diakui oleh sistem reward formal, dan secara kolektif meningkatkan fungsi efektif dan efisien organisasi

Penelitian ini dilakukan pada karyawan perusahaan keluarga CV. Oeloeng Bojonegoro. Dengan jumlah subyek penelitian sebanyak 56 orang. Alat pengumpulan data berupa kuesioner employee engagement yang terdiri dari 12 item yang dikembangkan oleh Gallup dalam mengungkapkan employee engagement dalam lima dimensi, yaitu Basic Need, Managerial and co-workerbelongness, grow. Serta alat ukur organizational citizenship behaviour yang terdiri dari 24 item yang dikembangkan oleh Podsakoff dkk dengan tervalidasi validitas isinya oleh Organ dkk. dalam mengungkapkan organizational citizenship behaviour dalam lima indikator, yaitu altruism, conscientiousness, sportmanship, courtesy, civic virtue. Analisis data dilakukan dengan teknik statistik korelasi tata jenjang dari Spearman dengan bantuan program statistic SPSS for windows versi 17.0.

Dari hasil analisis data penelitian diperoleh nilai korelasi antara employee engagement dengan organizational citizenship behaviour sebesar 0,524 dengan signifikansi 0,000. 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 employee engagement dengan organizational citizenship behaviour karyawan perusahaan keluarga CV. Oeloeng Bojonegoro.

Kata kunci: *employee engagement, organizational citizenship behaviour, perusahaan keluarga*

Daftar Pustaka 38, (1991 - 2010)

ABSTRACT

Maulida Habsyi, 110610089, Relationship between *Employee Engagement* dengan *Organizational Citizenship Behaviour* at employee of CV. Oeloeng Bojonegoro, Undergraduate Theses, Psychology Faculty of Airlangga University Surabaya, 2011. xviii+118, 7 attachment

This study aims to determine whether a relationship exists between employee engagement with organizational citizenship behavior. Employee engagement is meant a level of how much the workers involved and enthusiastic in the work. While organizational citizenship behavior is the behavior of free individuals, not related directly and not explicitly recognized by formal reward system, and collectively enhance the effective functioning and efficient organization.

The research was conducted at the families company's employees CV. Oeloeng Bojonegoro. With the number of study subjects as many as 56 people. Data collection tool of employee engagement questionnaire comprising 12 items developed by Gallup in employee engagement reveals in five dimensions, namely Basic Need, Managerial and co-workerbelongness, grow. And organizational citizenship behavior measurement tool comprising 24 items developed by Podsakoff et al with validated validity of its contents by Organ et al. in revealing organizational citizenship behavior in the five indicators, namely altruism, conscientiousness, sportmanship, courtesy, civic virtue. Data analysis was performed with the statistical technique of Spearman correlation level governance with the help of the statistical program SPSS for windows version 17.0.

From the analysis of research data obtained by the correlation between employee engagement with organizational citizenship behavior amounting to 0.524 with a significance of 0.000. this suggests that there is a significant correlation and a positive value between the two variables. So the working hypothesis in this study received, ie there is a relationship between employee engagement with employee organizational citizenship behavior family company CV. Oeloeng Bojonegoro.

Keyword: *employee engagement, organizational citizenship behaviour, family firm*

References 38, (1991 - 2010)