

Pengaruh job characteristics terhadap organizational citizenship behavior (studi pada karyawan level staff SBU power support transportation PT Imeco Inter Sarana) = The effect of job characteristics on organizational citizenship behavior (a study on level staff employees at sbu power support transportation PT Imeco Inter Sarana)

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh job characteristics terhadap organizational citizenship behavior diukur menggunakan konsep multidimensi job characteristics yaitu variety task identity task significant autonomy dan feedback Hackman Oldham 1976 organizational citizenship behavior OCB diukur dengan konsep multidimensi yaitu altruism conscientiousness sportsmanship civic virtue dan courtesy Organ 1988. Pendekatan penelitian ini menggunakan pendekatan kuantitatif Data penelitian dikumpulkan melalui survei dengan sampel sebanyak 38 orang karyawan level staff SBU Power Support Transportation PT Imeco Inter Sarana yang diambil menggunakan teknik total sampling. Penelitian ini menggunakan analisis regresi sederhana untuk menguji pengaruh di antara variabel variabel. Hasil analisis regresi sederhana mengindikasikan bahwa job characteristics berpengaruh terhadap organizational citizenship behavior.

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This study aims to examine the effect of job characteristics on organizational citizenship behavior Multidimensional job characteristics namely variety task identity task significant autonomy and feedback Hackman Oldham 1976 and multidimensional organizational citizenship namely altruism conscientiousness sportsmanship civic virtue and courtesy to measure job characteristics and organizational citizenship behavior. This research used quantitative approach Data was collected through survey which conducted on 38 staff level employees working at SBU Power Support Transportation PT Imeco Inter Sarana by total sampling method. Simple regression analysis was used to measure relationship between variables. The result of simple regression analysis shows that job characteristics affects organizational citizenship behavior.