

Analisis Pengaruh Kepribadian Agreeableness, Kepribadian Conscientiousness, Motif Prosocial Value, dan Iklim Organisasi Terhadap Organizational Citizenship Behavior Pada Pegawai PT ABCD (Persero) = Analysis of Conscientiousness Personality, Agreeableness Personality, Prosocial Value Motive and Organizational Climate Influences to Organizational Citizenship Behavior of PT ABCD (Persero) Corporate University Employees

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Abstrak

Penelitian ini dilakukan untuk memperoleh gambaran mengenai kepribadian, motif, dan iklim organisasi terhadap *organizational citizenship behavior*. Analisis kepribadian yang digunakan adalah dua faktor dari *big five personality*, yaitu *kepribadian agreeableness* dan *kepribadian conscientiousness* karena kedua kepribadian tersebut paling menggambarkan *organizational citizenship behavior* (Organ, 1995). Motif yang digunakan adalah motif *prosocial value* dari Rioux dan Penner (2001), sedangkan iklim organisasi menggunakan 9 dimensi dari Litwin dan Stringer (1968).

Penelitian dilakukan pada 111 pegawai PT ABCD (Persero) Corporate University. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif secara signifikan dari 3 variabel yang diteliti kepada *organizational citizenship behavior*. Ketiga variabel yang berpengaruh positif secara signifikan tersebut adalah kepribadian *agreeableness*, *kepribadian conscientiousness*, *prosocial value*, dan iklim organisasi. Hasil ini mengkonfirmasi penelitian-penelitian sebelumnya yang mengatakan hal yang sama. Sedangkan kepribadian *conscientiousness* tidak memiliki pengaruh positif yang signifikan terhadap *organizational citizenship behavior*. Faktor bias dan ketiadaan variabel mediator dapat menjadi penyebab hasil ini. Hasil analisis regresi berganda penelitian ini mengkonfirmasi bahwa model penelitian diterima.

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The research is aimed to analyze the influence of four independent variables: agreeableness personality, conscientiousness personality, prosocial value motive, and organizational climate to organizational citizenship behavior. Agreeableness personality and conscientiousness personality were adopted from the big-five personality concept. Researches have found that those two factors are significant antecedents of organizational citizenship behavior in term of personality. Prosocial value motive was adapted from Rioux and Penner (2001) and organizational climate is based on 9 dimentions of Litwin and Stringer (1968).

*Survey was conducted based on responses from 111 respondents of PT ABCD (Persero) Corporate University. Results showed that three independent variables have significant positive influence to *organizational citizenship behavior*, they are agreeableness personality, prosocial value motive and organizational climate. The result is confirming previous study that show the same results.*

However, conscientiousness personality has no significant positive influence to organizational citizenship behavior. Bias and the absence of mediating variable are suggested to explain this finding. The result of multiple regression analysis confirmed that the model of this research is accepted.