

**PENGARUH *PERSON-ORGANIZATION FIT* TERHADAP
ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN
BUMN**

Jonathan Bramantya Rema

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *person-organization fit* terhadap *organizational citizenship behavior*. Hipotesis dalam penelitian ini adalah *person-organization fit* akan mempengaruhi secara positif dan signifikan terhadap *organizational citizenship behavior*. Subjek dalam penelitian ini berjumlah 93 karyawan yang bekerja di sebuah perusahaan BUMN di Yogyakarta. Instrumen penelitian ini menggunakan skala *person-organization fit* yang terdiri dari 12 item dengan reliabilitas $\alpha = 0.897$ dan skala *organizational citizenship behavior* yang terdiri dari 45 item dengan reliabilitas $\alpha = 0.944$ yang telah diuji pada 54 karyawan pada tempat yang berbeda. Pengujian hipotesis dilakukan dengan menggunakan analisis regresi sederhana dengan bantuan SPSS versi 22.0. Hasil analisis menunjukkan bahwa hipotesis dalam penelitian ini diterima. Diketahui nilai *standardized coefficients* (β) yaitu sebesar 0.779, nilai taraf signifikansi sebesar $p = 0.000$, dan koefisien regresi sebesar 2.581. Hasil ini menunjukkan *person-organization fit* memiliki pengaruh yang positif dan signifikan terhadap *organizational citizenship behavior*. Hal ini berarti semakin tinggi *person-organization fit* maka semakin tinggi *organizational citizenship behavior*. Nilai koefisien regresi menunjukkan setiap penambahan atau pengurangan satu nilai *person-organization fit* meningkatkan atau menurunkan nilai *organizational citizenship behavior* sebesar 2.581.

Kata kunci : *organizational citizenship behavior*, karyawan, BUMN, *person-organization fit*.

THE INFLUENCE OF PERSON-ORGANIZATION FIT TOWARD ORGANIZATIONAL CITIZENSHIP BEHAVIOR ON STATE-OWNED ENTERPRISES' EMPLOYEE

Jonathan Bramantya Rema

ABSTRACT

This research aimed to find the influence of person-organization fit toward organizational citizenship behavior. This hypothesis in this research is that person-organization fit have positive and significant influence toward organization citizenship behavior. The amount of subjects for this research were 93 employees who have been worked in a state-owned enterprises in Yogyakarta. The measurement tools that used in this research were person-organization fit scale which consist of 12 items with reliability $\alpha = 0.897$ and organizational citizenship behavior scale which consist of 45 items with reliability $\alpha = 0.944$ that has been tested on other 54 employees at the other place. Hypothesis trial was done used simple linear regression analysis with SPSS version 22.0. The analysis result shows that hypothesis in this research was accepted. It was known that the score of standardized coefficients (β) was for 0.779, the degree of significance for $p = 0.000$, and regression coefficient for 2.581. The result showed that person-organization fit had a positive and significant influence on organizational citizenship behavior. It was means that the higher score person-organization fit the higher the organizational citizenship behavior. The score of regression coefficient (β) showed that every one point of person-organization fit addition or reduction, increase or reduce the score of the organizational citizenship behavior for 2.581.

Keywords : organizational citizenship behavior, employee, state-owned enterprises, person-organization fit.