

**HUBUNGAN ANTARA *SELF-EFFICACY* DAN *ORGANIZATIONAL***

***CITIZENSHIP BEHAVIOR* PADA KARYAWAN PT CIOMAS ADISATWA**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui hubungan antara *organizational citizenship behavior* dan *self-efficacy* pada karyawan PT Ciomas Adisatwa. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif yang signifikan antara *self-efficacy* dan *organizational citizenship behavior* pada karyawan perusahaan. Subjek dalam penelitian ini berjumlah sebanyak 110 karyawan yang telah bekerja minimal selama 1 tahun di PT Ciomas Adisatwa. Skala yang digunakan dalam penelitian ini merupakan skala *organizational citizenship behavior* dan skala *self-efficacy*. Reliabilitas skala dalam penelitian ini adalah skala *organizational citizenship behavior* dengan koefisien reliabilitas *alpha stratified* sebesar  $\alpha = 0,971$ . Selanjutnya skala *self-efficacy* dengan koefisien reliabilitas *alpha cronbach* sebesar  $\alpha = 0,951$ . Pengujian hipotesis dilakukan dengan menggunakan teknik analisis non parametrik karena syarat uji normalitas tidak terpenuhi. Hasil analisis menunjukkan bahwa terdapat hubungan yang positif, kuat dan signifikan antara *organizational citizenship behavior* dan *self-efficacy* ( $r: 0,606$  ;  $sig: 0,000$ ). Hal ini berarti semakin tinggi *self-efficacy* karyawan dalam perusahaan tersebut maka semakin tinggi pula *organizational citizenship behavior* dalam perusahaan tersebut.

Kata kunci: *self-efficacy*, *organizational citizenship behavior*

## CORRELATION BETWEEN *SELF-EFFICACY AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR* ON PT CIOMAS ADISATWA'S EMPLOYEES

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### ABSTRACT

*This research aimed to find the correlation between organizational citizenship behavior and self-efficacy on PT Ciomas Adisatwa's employees. The hypothesis in this research there was a positive significant correlation between organizational citizenship behavior and self-efficacy on employee. The amount of subjects for this research is 110 employees who has been working for at least 1 year at PT Ciomas Adisatwa. The measurement tool that is used for this research is organizational citizenship behavior's scale and self-efficacy's scale. The measurement reliability in this research is  $\alpha = 0,971$  for organizational citizenship behavior's scale using coefficient reliability's alpha stratified. Next, self-efficacy's scale measurement reliability is  $\alpha = 0,951$  using coefficient reliability's alpha cronbach. Hypothesis trial is done using non-parametric analysis because the normality requirement are not fulfilled. The analysis result show that there is a positive, strong, significant correlation between organizational citizenship behavior and self-efficacy ( $r: 0,606$  ;  $sig: 0,000$ ). It means the higher self-efficacy on employees, then the higher organizational citizenship in the company*

Keywords: self-efficacy, organizational citizenship behavior