

**THE RELATIONSHIP BETWEEN TENURE AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR
IN THE MILLENIAL EMPLOYEES**

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ABSTRACT

This study aimed to know the relationship between tenure and organizational citizenship behavior in the millenial employees. This study hypothesized that there was a positive relationship between tenure and organizational citizenship behavior in the millennials employees. The criteria for the subjects in this study were permanent employees aged 21-41 years and have the minimal 6 months of tenure. Respondents collected were 206 people. The data collected by online surveys or google form. The method of data collection in this research used a questionnaire that consist a demographic information about tenure and an organizational citizenship behavior adaptation scale. The reliability coefficients on the organizational citizenship behavior trial was 0.912. The research data were analyzed using the Spearman's rho one-tailed correlation test because the data were not normally distributed. The results of the correlation test showed that tenure and organizational citizenship behavior were positively correlated with a correlation coefficient of 0.250 and a significance value (p) of 0.00 ($p < 0.01$). Based on these results, it can be concluded that there was a positive and significant relationship between tenure and organizational citizenship behavior in the millennial employees.

Keywords: organizational citizenship behavior, tenure, millennial employees

HUBUNGAN ANTARA MASA KERJA DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN GENERASI MILENIAL

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara masa kerja dengan *organizational citizenship behavior* pada karyawan generasi milenial. Hipotesis yang diajukan dalam penelitian ini yaitu terdapat hubungan positif antara masa kerja dengan *organizational citizenship behavior* pada karyawan generasi milenial. Kriteria partisipan dalam penelitian ini yaitu karyawan/karyawati tetap dalam suatu perusahaan berusia 21-41 tahun dan memiliki masa kerja minimal 6 bulan. Responden yang terkumpul sebanyak 206 orang. Metode pengambilan data dalam penelitian ini menggunakan survei daring atau *google form*. Alat pengambilan data yang digunakan berupa kuesioner yang berisi pertanyaan informasi demografis berkaitan dengan masa kerja dan skala adaptasi *organizational citizenship behavior*. Koefisien reliabilitas pada uji coba skala *organizational citizenship behavior* sebesar 0.912. Data penelitian dianalisis menggunakan uji korelasi *Spearman's rho one-tailed* karena data tidak berdistribusi normal. Hasil uji korelasi menunjukkan *organizational citizenship behavior* dan masa kerja berkorelasi secara positif dengan koefisien korelasi sebesar 0.250 dan nilai signifikansi (*p*) sebesar 0.00 (*p*<0.01). Berdasarkan hasil tersebut, terdapat hubungan positif dan signifikan antara *organizational citizenship behavior* dengan masa kerja pada karyawan generasi milenial.

Kata kunci: *organizational citizenship behavior*, masa kerja, karyawan generasi milenial