

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *happiness at work* dengan *organizational citizenship behavior* karyawan PT. X. Hipotesis yang diajukan pada penelitian ini adalah adanya hubungan positif antara *happiness at work* dengan *organizational citizenship behavior*, subjek dalam penelitian ini adalah 79 karyawan bagian produksi yang minimal sudah bekerja 2 tahun di PT.X. Metode pengumpulan data menggunakan skala *organizational citizenship behavior* dari Hiskia (2021) dan skala *happiness at work* dari Fitriana (2022), kedua skala tersebut dimodifikasi berdasarkan subjek penelitian. Teknik analisis data yang digunakan adalah korelasi *product moment* dari *Karl Person*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r_{xy}) = 0,861 dengan $p = 0,000$ ($p < 0,005$). Hal ini menunjukkan bahwa ada hubungan positif antara *happiness at work* dengan *organizational citizenship behavior*, sehingga hipotesis dalam penelitian ini diterima. Nilai koefisien determinasi (R^2) sebesar 0,741 yang berarti bahwa *happiness at work* memberikan sumbang efektif sebesar 74,1% terhadap *organizational citizenship behavior* dan sisanya 25,9% dipengaruhi oleh faktor lain yang tidak diliti dalam penelitian ini.

Kata Kunci : *Happiness at Work, OCB*

ABSTRACT

This study aims to determine the relationship between happiness at work and organizational citizenship behavior of employees of PT. X. The hypothesis put forward in this study is that there is a positive relationship between happiness at work and organizational citizenship behavior. The subjects in this study were 79 production employees who had worked for at least 2 years at PT.X. The data collection method uses the organizational citizenship behavior scale from Hiskia (2021) and the happiness at work scale from Fitriana (2022), the two scales are modified based on the research subject. The data analysis technique used is product moment correlation from Karl Person. Based on the results of data analysis, the correlation coefficient (r_{xy}) = 0,861 with $p = 0.000$ ($p < 0.005$) was obtained. This shows that there is a positive relationship between happiness at work and organizational citizenship behavior, so the hypothesis in this study is accepted. The coefficient of determination (R^2) is 0.741, which means that happiness at work contributes 74,1% to organizational citizenship behavior and the remaining 25,9% is influenced by other factors not examined in this study.

Keyword : *Happiness at Work, OCB*