

HUBUNGAN ANTARA *JOB EMBEDDEDNESS* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA KARYAWAN UNIT TRANSFUSI DARAH (UTD) PMI KOTA YOGYAKARTA

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ABSTRAK

Perilaku *organizational citizenship behavior* merupakan tindakan sukarela karyawan yang melampaui tanggung jawab formal mereka dan berkontribusi pada keberhasilan organisasi. Salah satu faktor yang diyakini memengaruhi OCB adalah *job embeddedness*, yaitu sejauh mana karyawan merasa terikat dengan pekerjaannya melalui koneksi sosial, kecocokan nilai, dan pengorbanan yang harus dilakukan jika meninggalkan perusahaan. Tujuan penelitian ini untuk mengetahui hubungan antara *job embeddedness* dengan *organizational citizenship behavior* pada karyawan Unit Transfusi Darah (UTD) PMI Kota Yogyakarta. Subjek dalam penelitian ini berjumlah 55 orang yang memiliki kriteria yaitu karyawan Unit Transfusi Darah (UTD) PMI Kota Yogyakarta. Metode analisis data yang dilakukan dalam penelitian ini yaitu menggunakan teknik analisis korelasi *product moment* dari Pearson. Dari hasil analisis diperoleh bahwa terdapat hubungan yang signifikan antara *job embeddedness* dengan *organizational citizenship behavior*, dimana diperoleh koefisien korelasi (r_{xy})=0.552 dengan nilai signifikansi $p=0.000$ ($p < 0.050$) yang berarti ada hubungan positif antara *job embeddedness* dengan *organizational citizenship behavior* pada karyawan Unit Transfusi Darah (UTD) PMI Kota Yogyakarta. Hasil penelitian ini juga menunjukkan nilai koefisien determinasi sebesar 0.305 yang menunjukkan bahwa *job embeddedness* memiliki kontribusi sebesar 30.5% terhadap *organizational citizenship behavior*, sedangkan sisanya 65.5% dipengaruhi oleh faktor lain.

Kata Kunci : *job embeddedness, organizational citizenship behavior, karyawan unit transfusi darah (UTD)*

**THE RELATIONSHIP BETWEEN JOB EMBEDDEDNESS AND ORGANIZATIONAL
CITIZENSHIP BEHAVIOR IN EMPLOYEE OF THE PMI YOGYAKARTA BLOOD
TRANSFUSION UNIT (UTD)**

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ABSTRACT

Organizational citizenship behavior is the voluntary actions of employees that go beyond their formal responsibilities and contribute to the success of the organization. One of the factors that is believed to influence OCB is job embeddedness, namely the extent to which employees feel tied to their work through social connections, value compatibility, and the sacrifices that must be made if they leave the company. The purpose of this research is to determine the relationship between job embeddedness and organizational citizenship behavior in employees of the UTD Blood Transfusion Unit) PMI Yogyakarta City. The hypothesis proposed in this research is that there is a positive relationship between job embeddedness and organizational citizenship behavior. The higher the job embeddedness an employee has, the higher the organizational citizenship behavior that appears in the employee. Conversely, the lower the employee's job embeddedness, the lower the organizational citizenship behavior that appears in the employee. The data analysis method used in this research is using Pearson's product moment correlation analysis technique. From the results of the analysis it was found that there was a significant relationship between job embeddedness and organizational citizenship behavior, where the correlation coefficient (r_{xy}) = 0.552 was obtained with a significance value of $p = 0.000$ ($p < 0.050$) which means there was a positive relationship between job embeddedness and organizational citizenship behavior in employees of the PMI Yogyakarta City Blood Transfusion Unit (UTD). The results of this research also show a coefficient of determination value of 0.305, which indicates that job embeddedness has a contribution of 30.5% to organizational citizenship behavior, while the remaining 65.5% is influenced by other factors.

Keywords : *Organizational citizenship behavior, job embeddedness, blood transfusion unit employee (UTD)*