

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dan persepsi terhadap lingkungan kerja non fisik dengan *organizational citizenship behavior* pada karyawan Puskemsas Kecamatan Pakem. Hipotesis 1 yang diajukan adalah ada hubungan positif antara komitmen organisasi dengan *organizational citizenship behavior* pada karyawan Puskemsas Kecamatan Pakem. Hipotesis 2 yang diajukan adalah ada hubungan positif antara komitmen organisasi dengan *organizational citizenship behavior* pada karyawan Puskemsas Kecamatan Pakem. Subjek dalam penelitian ini berjumlah 48 orang yang memiliki karakteristik minimal masa kerja lebih dari 1 tahun. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala Komitmen Organisasi, Skala Persepsi terhadap Lingkungan Kerja Non Fisik dan Skala *Organizational Citizenship Behavior*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) hipotesis 1 sebesar 0,277 dengan $p = 0,028$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara komitmen organisasi dengan *organizational citizenship behavior*. Diterimanya hipotesis 1 dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,077 variabel komitmen organisasi menunjukkan kontribusi 7.7% terhadap *organizational citizenship behavior* dan sisanya 92.3% dipengaruhi oleh faktor lain yaitu persepsi terhadap lingkungan kerja non fisik, gaya kepemimpinan, kepuasan kerja, dan stres kerja. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) hipotesis 2 sebesar 0,548 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara persepsi terhadap lingkungan kerja non fisik dengan *organizational citizenship behavior*. Diterimanya hipotesis 2 dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,301 variabel persepsi terhadap lingkungan kerja non fisik menunjukkan kontribusi 30.1% terhadap *organizational citizenship behavior* dan sisanya 69.9% dipengaruhi oleh faktor lain yaitu komitmen organisasi, gaya kepemimpinan, kepuasan kerja, dan stres kerja.

Kata kunci: komitmen organisasi, persepsi terhadap lingkungan kerja non fisik, *organizational citizenship behavior*.

Abstract

This research aims to determine the relationship between organizational commitment and perceptions of the non physical work environment with organizational citizenship behavior (OCB). The hypothesis 1 proposed is that there is a positive relationship between organizational commitment and organizational citizenship behavior (OCB). The hypothesis 2 proposed is that there is a positive relationship between perceptions of the non physical work environment and organizational citizenship behavior (OCB). The subjects in this study amounted to 60 people who had the characteristics work period of more than 1 year. How to retrieve subjects using purposive sampling method. Retrieval of this research data using organizational commitment Scale, perceptions of the non physical work environment Scale and organizational citizenship behavior (OCB) Scale. The data analysis technique using product moment correlation from Karl Pearson. Based on the results of data analysis 1 obtained correlation coefficient (R) of 0,277 with $p = 0,028$ ($p < 0,05$). These results indicate that there is a significant positive relationship between organizational commitment and organizational citizenship behavior.. The acceptance of the hypothesis 1 in this study shows that the coefficient of determination (R^2) of 0,077 that means organizational commitment variables shows a contribution of 7.7% to organizational citizenship behavior and the remaining 92.3% is influenced by other factors such as perception of non physical work environment, leadership style, job satisfaction, and work stress. Based on the results of data analysis 2 obtained correlation coefficient (R) of 0,548 with $p = 0,000$ ($p < 0,05$). These results indicate that there is a significant positive relationship between perceptions of the non physical work environment and organizational citizenship behavior. The acceptance of the hypothesis 2 in this study shows that the coefficient of determination (R^2) of 0,301 that means academic non physical work environment variables shows a contribution of 30,1% to organizational citizenship behavior and the remaining 69.9% is influenced by other factors such as organizational commitment, leadership style, job satisfaction, and work stress.

Keywords: *organizational commitment, perception of non-physical work environment, organizational citizenship behavior.*