

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *employee engagement* dengan *organizational citizenship behavior* (OCB) pada karyawan produksi PT. Primissima. Hipotesis yang diajukan adalah ada hubungan positif antara *employee engagement* dengan *organizational citizenship behavior* (OCB) pada karyawan produksi PT. Primissima. Subjek dalam penelitian ini berjumlah 60 orang yang memiliki karakteristik karyawan bagian produksi dan masa kerja minimal 1 tahun. Cara pengambilan data menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Employee Engagement* dan Skala *Organizational Citizenship Behavior*. Teknik analisis data yang digunakan adalah korelasi product moment. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar 0,733 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *employee engagement* dengan *organizational citizenship behavior*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R) sebesar 0,573 variabel *employee engagement* menunjukkan kontribusi sebesar 53.7 % terhadap *organizational citizenship behavior* dan sisinya 46.3 % dipengaruhi oleh faktor lain yaitu budaya dan iklim organisasi, persepsi terhadap dukungan organisasi, persepsi terhadap kualitas interaksi antara atasan dan bawahan, masa kerja, jenis kelamin.

Kata kunci : *employee engagement, organizational citizenship behavior*

Abstract

This research aims to determine the relationship between employee engagement with organizational citizenship behavior (OCB) on PT. Primissima. The hypothesis proposed is that there is a positive relationship between employee engagement with organizational citizenship behavior (OCB) on PT. Primissima. Subjects in this study amounted to 60 people who had the Characteristics of a subjects in this research were employees of the production department and a minimum working period of 1 year. How to take the subject using purposive sampling method. Retrieval of this research using Employee Engineering Scale and Organizational Citizenship Behavior Scale. The data analysis technique used is product moment correlation. Based on the results of data analysis obtained correlation coefficient (R) of 0.733 with $p = 0,000$ ($p < 0.05$). These results indicate that there is a significant positive relationship between employee engagement with organizational citizenship behavior. Acceptance of the hypothesis in this research shows a coefficient of determination (R) of 0.537 employee engagement variables showed a contribution of 53.7% to organizational citizenship behavior and the remaining 46.3% was influenced by other factors namely culture and organizational climate, perceptions of organizational support, perception of the quality of interaction between superiors and subordinates, years of service, gender.

keywords : *employee engagement, organizational citizenship behavior*