

Abstrak

Sumiyarsih (2012) menekankan bahwa perilaku kooperatif dan saling membantu yang berada diluar persyaratan formal sangat diperlukan dan penting bagi berfungsinya organisasi. Penelitian ini bertujuan untuk mengetahui hubungan antara iklim organisasi dengan *organizational citizenship behaviour* pada guru. Subjek penelitian adalah guru SMK Muhammadiyah 1 Moyudan sebanyak 60 subjek. Berdasarkan hasil analisis, diperoleh nilai korelasi *product moment* (*pearson correlation*) sebesar 0.377 ($p \leq 0.010$) artinya terdapat hubungan antara variabel iklim organisasi dan *organizational citizenship behaviour*, sehingga hipotesis yang diajukan dalam penelitian ini diterima. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) yaitu sebesar 0.142, hal tersebut menunjukkan bahwa variabel iklim organisasi memberikan sumbangan efektif sebesar 14.2% terhadap variabel *organizational citizenship behaviour* dan sisanya 85.8% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini seperti kepribadian dan suasana hati, persepsi terhadap dukungan organisasional, persepsi terhadap interaksi atasan bawahan, masa kerja, dan jenis kelamin.

Kata kunci: Iklim Organisasi, *Organizational Citizenship Behaviour*

ABSTRACT

Sumiyarsih (2012) emphasizes that cooperative and mutually beneficial behaviour outside the formal requirements is indispensable and essential to the proper functioning of the Organization This research aims to determine the relationship between climate organization with organizational citizenship behaviour to teachers. The research subject is the teacher of SMK Muhammadiyah 1 Moyudan as many as 60 subjects. Based on the results of the analysis, obtained the correlation value product moment (Pearson correlation) of 0377 ($P \leq 0.010$) means there is a relationship between the organizational climate variable and organizational citizenship behaviour, so that the hypothesis presented in This research was received. The hypothesis received in this study indicates that the coefficient of determination (R^2) is 0142, it indicates that the organizational climate variable provides an effective contribution of 14.2% to the organizational citizenship variable Behaviour and the remaining 85.8% are influenced by other factors that are not examined in this study such as personality and mood, perception of organizational support, perception of subordinate superiors, employment, and the type of Gender.

Keyword: Climate Organisation, *Organizational Citizenship Behaviour*