

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *happiness at work* dengan *organizational citizenship behavior* pada guru di SMP Muhammadiyah di Yogyakarta. Hipotesis yang diajukan dalam penelitian ini yaitu ada hubungan positif antara *happiness at work* dengan *organizational citizenship behavior* pada guru SMP Muhammadiyah di Yogyakarta. Subjek dalam penelitian ini adalah 60 guru. Pengambilan subjek penelitian menggunakan teknik *purposive sampling* dengan karakteristik guru smp muhammadiyah di Yogyakarta masa kerja minimal 6 bulan dan batas usia 60 tahun. Teknik analisis data menggunakan analisis korelasi product moment. Berdasarkan analisis data, diperoleh hasil korelasi (r_{xy}) = 0,441 ($p < 0,01$). Berarti ada hubungan positif antara *happiness at work* dengan *organizational citizenship behavior* pada guru SMP Muhammadiyah di Yogyakarta. Semakin tinggi *Happiness at Work* pada guru SMP Muhammadiyah di Yogyakarta, maka *Organizational Citizenship Behavior* cenderung tinggi pada guru. Sebaliknya, semakin rendah *Happiness at work* pada guru, maka *Organizational Citizenship Behavior* cenderung rendah pada guru SMP Muhammadiyah di Yogyakarta. Hal ini menunjukkan hipotesis yang diajukan dapat diterima. Koefisien determinasi (R^2) yang diperoleh sebesar 0,169 menunjukkan bahwa variabel *Happiness at Work* memiliki kontribusi sebesar 16,9 % terhadap *Organizational Citizenship Behavior* dan sisanya 83,1% dipengaruhi faktor-faktor lainnya.

Kata Kunci: *happiness at work, organizational citizenship behavior*

ABSTRACT

This study aims to determine the relationship between happiness at work with organizational citizenship behavior teachers at Muhammadiyah junior high School in Yogyakarta. The hypothesis proposed in this study is that there is a positive relationship between happiness at work with organizational citizenship behavior teacher at muhammadiyah junior high School teachers in Yogyakarta. The subjects in this study were 60 teachers. The research subjects were taken using purposive sampling technique with the characteristics of Muhammadiyah Junior High School teachers in Yogyakarta with a minimum working period of 6 months and an age limit of 60 years. Data analysis techniques using product moment correlation analysis. Based on data analysis, the results obtained correlation (r_{xy}) = 0.441 ($p < 0.01$). Means there is a positive relationship between happiness at work with organizational citizenship behavior Muhammadiyah junior high School teachers in Yogyakarta. the higher Happiness at Work Muhammadiyah junior high School teachers in Yogyakarta, the Organizational Citizenship Behavior tends to be higher for teachers. Conversely, the lower the Happiness at work for teachers, the Organizational Citizenship Tends to be lower for Muhammadiyah junior high School teachers in Yogyakarta. This shows that the proposed hypothesis can be accepted. The coefficient of determination (R^2) obtained at 0.169 indicates that the Happiness at Work variable contributed 16.9% to the Organizational Citizenship Behavior and the remaining 83.1% was influenced by other factors.

Keywords: *happiness at work, organizational citizenship behavior*