

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepribadian *big five* dengan *organizational citizenship behavior* pada perawat rumah sakit X Blitar. Subjek penelitian ini adalah perawat rumah sakit X Blitar sebanyak 89 orang. Pengumpulan data penelitian ini menggunakan Skala *Organizational Citizenship Behavior* dan Skala Kepribadian *Big Five* yang telah diujicobakan. Skala *Organizational Citizenship Behavior* memiliki 17 aitem yang valid dengan koefisien reliabilitas = 0,862. Skala Kepribadian *Big Five* memiliki 38 aitem yang valid (*extraversion* dengan koefisien reliabilitas = 0,818; *agreeableness* = 0,733; *conscientiousness* = 0,787; *neuroticism* = 0,817 dan *openness to experience* = 0,724). Metode analisis data yang digunakan adalah analisis regresi. Hasil analisis data penelitian menunjukkan ada korelasi antara dimensi *extraversion* ($r = 0,118$, $p = 0,169$) *agreeableness* ($r = 0,571$, $p = 0,000$), *conscientiousness* ($r = 0,457$, $p = 0,000$), *neuroticism* ($r = -0,306$, $p = 0,006$), *openness to experience* ($r = 0,089$, $p = 0,234$) dengan *organizational citizenship behavior*. Koefisien determinasi *extraversion* terhadap *organizational citizenship behavior* pada perawat rumah sakit X Blitar adalah 1,4%. Koefisien determinasi *agreeableness* terhadap *organizational citizenship behavior* pada perawat rumah sakit X Blitar adalah 32,6%. Koefisien determinasi *conscientiousness* terhadap *organizational citizenship behavior* pada perawat rumah sakit X Blitar adalah 20,9%. Koefisien determinasi *neuroticism* terhadap *organizational citizenship behavior* pada perawat rumah sakit X Blitar adalah 9,4%. Koefisien determinasi *openness to experience* terhadap *organizational citizenship behavior* pada perawat rumah sakit X Blitar adalah 0,8%.

Kata kunci: *organizational citizenship behavior*, kepribadian *big five*, perawat.

ABSTRACT

This study aims to determine the relationship between the personality of the big five with organizational citizenship behavior in nurses at X Blitar hospital. The subjects of this study were 89 hospital nurses in Blitar. The data collection in this study used the Organizational Citizenship Behavior Scale and the Big Five Personality Scale that was tested. The Organizational Citizenship Behavior scale has 17 valid items with a reliability coefficient = 0.862. The Big Five Personality Scale has 38 valid items (extraversion with reliability coefficient = 0.818; agreeableness = 0.733; conscientiousness = 0.787; neuroticism = 0.817 and openness to experience = 0.724). The data analysis method used is regression analysis. The results of the analysis of the research data showed that there was a correlation between the dimensions of extraversion ($r = 0.118$, $p = 0.169$) agreeableness ($r = 0.571$, $p = 0,000$), conscientiousness ($r = 0.457$, $p = 0,000$), neuroticism ($r = -0,306$, $p = 0,006$), openness to experience ($r = 0.089$, $p = 0.234$) with organizational citizenship behavior. The coefficient of determination of extraversion for organizational citizenship behavior among X Blitar hospital nurses was 1.4%. The coefficient of determination agreeableness to organizational citizenship behavior in nurses X Blitar hospital is 32,6%. The coefficient of determination of conscientiousness towards organizational citizenship behavior among X Blitar hospital nurses is 20.9%. The coefficient of determination of neuroticism on organizational citizenship behavior among X Blitar hospital nurses is 9.4%. The coefficient of determination of openness to experience on organizational citizenship behavior among X Blitar hospital nurses is 0.8%.

Keywords: *organizational citizenship behavior, big five personality, nurses.*