

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *work engagement* dengan *organizational citizenship behavior* pada karyawan milenial di Yogyakarta. Hipotesis yang diajukan adalah ada hubungan positif antara *work engagement* dengan *OCB* pada karyawan milenial di Yogyakarta. Subjek penelitian ini berjumlah 72 orang karyawan milenial yang bekerja di Yogyakarta dengan masa kerja minimal 1 tahun. Cara pengambilan data menggunakan metode *purposive sampling*. Pengambilan data menggunakan Skala *Work Engagement* 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) sebesar 0,675 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan yang positif yang signifikan antara *work engagement* dengan *organizational citizenship behavior*. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,455 variabel *work engagement* memberikan sumbangan efektif sebesar 45,5% terhadap variabel *organizational citizenship behavior* dan sisanya 54,5% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini seperti *perceived organizational support*, kepemimpinan transformasional, religiusitas pegawai, kepuasan kerja dan budaya organisasi.

Kata Kunci : *Organizational Citizenship Behavior, Work Engagement*

Abstract

The research aim to determine the relationship between work engagement with organizational citizenship behavior on millennial employees in Yogyakarta. The hypothesis proposed is that there is a positive relationship between work engagement with organizational citizenship behavior on millennial employees in Yogyakarta. The subjects of this study amounted to 72 millennial employees who work in Yogyakarta with a minimum working period of 1 year. How to take the subject using purposive sampling method. Retrieval of data using the Work Engagement Scale and Organizational Citizenship Behavior Scale. The data analysis technique used is the product moment correlation from Karl Person. Based on the results of data analysis obtained correlation coefficient (R) of 0,675 with $P = 0,000$ ($P < 0,05$). The results showed that there was a significant positive relationship between work engagement with organizational citizenship behavior. The acceptance of the hypothesis in this study showed a coefficient of determination (R^2) of 0,455 work engagement variables showing a contribution Of 45,5% to organization citizenship behavior variables and the remaining 54,5% was influenced by other factors not examined in this study such us perceived organizational support, transformational leadership, employee religiosity, job satisfaction and organizational culture.

Keywords : Organizational Citizenship Behavior, Work Engagement