

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepribadian *agreeableness* dengan *organizational citizenship* (OCB) pada karyawan *coffee shop* di Yogyakarta. Hipotesis dalam penelitian ini menunjukkan adanya hubungan positif antara kepribadian *agreeableness* dengan *organizational citizenship behavior* (OCB) pada karyawan *coffee shop* di Yogyakarta. Subjek pada penelitian ini berjumlah 58 karyawan dengan rentang usia 18 – 25 tahun. Pengumpulan data menggunakan skala kepribadian *agreeableness* dan skala *organizational citizenship behavior* (OCB) dengan menggunakan skala likert. Teknik analisis data yang digunakan adalah analisis korelasi *product moment*. Berdasarkan hasil analisis data yang diperoleh koefisien korelasi r_{xy} sebesar 0,512 ($p < 0,050$). Hasil tersebut menunjukkan terdapat korelasi positif yang signifikan antara kepribadian *agreeableness* dengan *organizational citizenship behavior* (OCB) pada karyawan *coffee shop* di Yogyakarta. Koefisien determinasi (R^2) sebesar 0,262 variabel kepribadian *agreeableness* terhadap *organizational citizenship behavior* (OCB) sebesar 26,2% sedangkan sisanya sebesar 73,8% dipengaruhi oleh variabel lain.

Kata Kunci: Kepribadian *Agreeableness*, *Organizational Citizenship Behavior*, Karyawan

ABSTRACT

This study aims to determine the relationship between agreeableness personality and organizational citizenship (OCB) in coffee shop employees in Yogyakarta. The hypothesis in this study shows that there is a positive relationship between agreeableness personality and organizational citizenship behavior (OCB) in coffee shop employees in Yogyakarta. The subjects in this study totaled 58 employees with an age range of 18-25 years. Data collection uses the agreeableness personality scale and organizational citizenship behavior (OCB) scale using the Likert scale. The data analysis technique used is product moment correlation analysis. Based on the results of data analysis, the correlation coefficient r_{xy} was 0.512 ($p < 0.050$). These results indicate that there is a significant positive correlation between agreeableness personality and organizational citizenship behavior (OCB) in coffee shop employees in Yogyakarta. The coefficient of determination (R^2) is 0.262, the agreeableness personality variable on organizational citizenship behavior (OCB) is 26.2%, while the remaining 73.8% is influenced by other variables.

Keywords: Personality Agreeableness, Organizational Citizenship Behavior, Employees