

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *mindfulness* dan *psychological capital* dengan *organizational citizenship behavior* pada pramuniaga di Yogyakarta. Responden Penelitian ini adalah karyawan pramuniaga yang berusia minimal 18 tahun di Daerah Istimewa Yogyakarta. Jumlah sampel pada penelitian ini adalah 140 orang pramuniaga yang didapatkan dengan teknik *purposive sampling*. Penelitian ini menggunakan alat ukur skala *mindfulness*, *psychological capital* dan skala *organizational citizenship Behavior*. Penelitian menggunakan analisis regresi linear berganda. Hasil analisis uji regresi menunjukkan bahwa *mindfulness* dan *psychological capital* memiliki pengaruh atau mampu memprediksi secara signifikan *organizational citizenship behavior* yaitu sebesar nilai  $R=0.678$ , dan  $R^2=0,46$  dengan signifikansi  $0.00$  ( $p<0.05$ ). Sumbangan efektif dari *mindfulness* dan *psychological capital* terhadap *organizational citizenship behavior* adalah sebesar 46% dan sisanya dipengaruhi variabel lain. Hasil tersebut menunjukkan terdapat hubungan signifikan antara *mindfulness* dan *psychological capital* terhadap *organizational citizenship behavior*.

**Kata Kunci:** Mindfulness, Psychological Capital, OCB, Pramuniaga

## **ABSTRACT**

*This study aims to determine the relationship between mindfulness and psychological capital with organizational citizenship behavior among sales assistants in the Yogyakarta. Respondents to this study were sales assistants who were at least 18 years old and work in the Daerah Istimewa Yogyakarta. Samples in this study were 140 sales assistants who were obtained by purposive sampling technique. This study used a mindfulness scale, psychological capital and organizational citizenship behavior scale. The study used multiple linear regression analysis. The results of the regression test analysis showed that mindfulness and psychological capital had a significant influence or were able to predict organizational citizenship behavior, namely  $R=0.678$ , and  $R^2=0,46$  with a significance of 0.00 ( $p < 0.05$ ). The effective contribution of mindfulness and psychological capital to organizational citizenship behavior is 46% and the rest is influenced by other variables. These results show that there is a significant influence between mindfulness and psychological capital on organizational citizenship behavior.*

**Keyword:** *Mindfulness, Psychological Capital, OCB, sales assistants*