

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *grit* dengan OCB pada polisi di satreskrim Polres X. Karakteristik Subjek penelitian ini telah bekerja minimal 1 tahun. Pengambilan subjek menggunakan random sampling dengan data yang dikumpulkan menggunakan Sakala *Grit* dan Skala OCB. Data dianalisis menggunakan korelasi product moment. Berdasarkan analisis data, diperoleh nilai korelasi sebesar 0,664 dengan  $p = 0,000$  ( $p < 0,005$ ), sehingga hipotesis dapat diterima. Penelitian ini juga menunjukkan koefisien determinasi ( $R^2$ ) sebesar 0,440, sehingga variabel *grit* dapat memberikan sumbangan efektif 44% terhadap variabel OCB dan sisanya 56% dipengaruhi faktor lainnya seperti *perception of justice*, *organizational leadership characteristics*, *work environment*, disposisi individu dan motif individu, kohesivitas individu, sikap pegawai, kepemimpinan transformasional, dan keadilan organisasi.

**Kata kunci :** OCB, *Grit*, Polisi, Reskrim, Polres

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*This study aims to determine the relationship between grit and OCB in the police at Satreskrim Polres X. Characteristics The subjects of this study had worked for at least 1 year. Subjects were taken using random sampling with data collected using the Grit Scale and the OCB Scale. Data were analyzed using product moment correlation. Based on data analysis, a correlation value of 0.664 was obtained with  $p = 0.000$  ( $p < 0.005$ ), so the hypothesis was acceptable. This study also shows a coefficient of determination ( $R^2$ ) of 0.440, so that the grit variable can make an effective contribution of 44% to the OCB variable and the remaining 56% is influenced by other factors such as perception of justice, organizational leadership characteristics, work environment, individual dispositions and individual motives, cohesiveness individuals, employee attitudes, transformational leadership, and organizational justice.*

**Keywords:** *OCB, Grit, Police, Criminal Justice*