

HUBUNGAN *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB) KARYAWAN GENERASI Y PAMELLA SUPERMARKET

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *perceived organizational support* dan *organizational citizenship behavior* pada karyawan generasi Y Pamella Supermarket. Hipotesis yang diajukan adalah ada hubungan positif antara *perceived organizational support* dengan *organizational citizenship behavior* karyawan generasi y pamella supermarket. Subjek dalam penelitian ini berjumlah 35 orang yang memiliki karakteristik karyawan yang bekerja di Pamella Supermarket dan berusia antara 19-39 tahun. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Perceived organizational support* 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) hipotesis sebesar 0,653 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* dengan *organizational citizenship behavior*. Hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0,427 variabel *perceived organizational support* menunjukkan kontribusi 42,7% terhadap *organizational citizenship behavior* dan sisanya 57,3% dipengaruhi oleh faktor lain yaitu persepsi terhadap atasan dan bawahan, kepribadian dan suasana hati, masa kerja dan jenis kelamin.

Kata kunci: *perceived organizational support, organizational citizenship behavior, generasi Y.*

**RELATIONSHIP BETWEEN PERCEIVED ORGANIZATIONAL
SUPPORT (POS) AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(OCB) ON EMPLOYEE Y GENERATION PAMELLA SUPERMRKET**

Abstract

This research aims to determine the relationship between perceived organizational support and organizational citizenship behavior in employee Y generation Pamella Supermarket. . The hypothesis proposed is that there is a positive relationship between perceived organizational support and organizational citizenship behavior in employee Y generation Pamella Supermarket. The subjects in this study amounted to 35 people who had the characteristics work in Pamella Supermarket and age 19-39 years.. How to retrieve subjects using purposive sampling method. Retrieval of this research data using the perceived organizational support Scale and Organizational Citizenship Behavior Scale.. The data analysis technique using product moment correlation from Karl Pearson. Based on the results of data analysis I obtained correlation coefficient (R) of 0,653 with $p = 0.000$ ($p < 0.05$). These results indicate that there is a significant positive relationship between perceived organizational support and organizational citizenship behavior. The acceptance of the hypothesis in this study shows that the coefficient of determination (R^2) of 0.427 that means academic perceived organizational support variables shows a contribution of 41,6% to employee engagement and the remaining 58,4% is influenced by other factors such as perceived superiors and subordinates interaction, personality ad mood, gender and years of service.

Keywords: *perceived organizational support, organizational citizenship behavior, Y generation.*