

ABSTRAK

Hubungan Antara *Happiness at Work* dengan *Organizational Citizenship Behavior* pada Guru SMP Swasta di Yogyakarta

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Penelitian ini bertujuan untuk mengetahui hubungan antara *happiness at work* dengan *organizational citizenship behavior* (OCB) pada guru SMP swasta di Yogyakarta. Guru memiliki peran strategis dalam keberhasilan pendidikan, namun berbagai tuntutan profesional dan administratif berpotensi memengaruhi kesejahteraan psikologis serta perilaku kerja ekstra peran. *Happiness at work* dipandang sebagai kondisi psikologis positif yang dapat mendorong munculnya perilaku OCB, yaitu perilaku sukarela di luar tugas formal yang mendukung efektivitas organisasi.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Subjek penelitian adalah guru SMP swasta di Yogyakarta yang berjumlah 100 responden. Teknik pengumpulan data menggunakan skala *happiness at work* dan skala OCB yang disusun berdasarkan aspek teoritis masing-masing variabel. Analisis data dilakukan menggunakan korelasi Spearman karena data tidak berdistribusi normal.

Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *happiness at work* dengan OCB pada guru SMP swasta di Yogyakarta. Hal ini berarti semakin tinggi tingkat kebahagiaan kerja guru, maka semakin tinggi pula kecenderungan mereka untuk menunjukkan perilaku OCB. Sebaliknya, semakin rendah *happiness at work*, maka semakin rendah perilaku OCB yang ditampilkan. Temuan ini menunjukkan pentingnya menciptakan lingkungan kerja yang mendukung kesejahteraan psikologis guru guna meningkatkan kontribusi sukarela mereka terhadap organisasi sekolah.

Kata kunci: *happiness at work*, *organizational citizenship behavior*, guru SMP, kesejahteraan psikologis.

ABSTRACT

The Relationship Between Happiness at Work and Organizational Citizenship Behavior in Private Junior High School Teachers in Yogyakarta

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This study aims to determine the relationship between happiness at work and organizational citizenship behavior (OCB) in private junior high school teachers in Yogyakarta. Teachers have a strategic role in educational success, but various professional and administrative demands have the potential to affect psychological well-being and extra-role work behaviors. Happiness at work is seen as a positive psychological condition that can encourage the emergence of OCB behavior, which is voluntary behavior outside of formal tasks that supports organizational effectiveness.

This study uses a quantitative approach with a correlational method. The subject of the study was a private junior high school teacher in Yogyakarta with a total of 100 respondents. The data collection technique uses the happiness at work scale and the OCB scale which is compiled based on the theoretical aspects of each variable. Data analysis was carried out using Spearman correlation because the data was not normally distributed.

The results of the study showed that there was a significant positive relationship between happiness at work and OCB in private junior high school teachers in Yogyakarta. This means that the higher the teacher's level of job happiness, the higher their tendency to show OCB behavior. Conversely, the lower the happiness at work, the lower the OCB behavior displayed.

These findings demonstrate the importance of creating a work environment that supports teachers' psychological well-being in order to increase their voluntary contribution to school organizations.

Keywords: *happiness at work, organizational citizenship behavior, junior high school teachers, psychological well-being.*