

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *happiness at work* dengan *Organizational Citizenship Behavior* (OCB) pada karyawan Gen Z. Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Partisipan penelitian berjumlah 218 karyawan Gen Z yang diperoleh menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan skala *happiness at work* dan skala *Organizational Citizenship Behavior* (OCB). Data dianalisis menggunakan uji korelasi Pearson Product Moment. Hasil penelitian menunjukkan adanya hubungan positif yang signifikan antara *happiness at work* dengan *Organizational Citizenship Behavior* (OCB), dengan nilai koefisien *Pearson Correlation* ($r = 0,230$, $p < 0,001$). Selain itu, diperoleh koefisien determinasi $R^2 = 0,053$ yang menunjukkan bahwa *happiness at work* memberikan sumbangan efektif sebesar 5,3% terhadap OCB, sedangkan 94,7% sisanya dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini. Dengan demikian, dapat disimpulkan bahwa semakin tinggi *happiness at work*, maka semakin tinggi pula OCB pada karyawan Gen Z. Sebaliknya, semakin rendah *happiness at work*, maka semakin rendah pula OCB pada karyawan Gen Z.

Kata Kunci : *Organizational Citizenship Behavior* (OCB), *Happiness at Work*, Karyawan Gen Z

ABSTRACT

This study aimed to examine the relationship between happiness at work and Organizational Citizenship Behavior (OCB) among Generation Z employees. A quantitative correlational design was employed involving 218 Gen Z employees selected through purposive sampling. Data were collected using the Happiness at Work Scale and the Organizational Citizenship Behavior (OCB) Scale and analyzed using the Pearson Product-Moment Correlation test. The findings revealed a significant positive relationship between happiness at work and OCB ($r = 0.230$, $p < 0.001$). Furthermore, the coefficient of determination ($R^2 = 0.053$) indicated that happiness at work contributed 5.3% to OCB, while the remaining 94.7% was explained by other factors not examined in this study. These findings suggest that higher levels of happiness at work are associated with higher levels of Organizational Citizenship Behavior among Gen Z employees.

Key Words : Organizational Citizenship Behavior (OCB), Happiness at Work, Gen Z employees