Abstrak

Penelitian ini bertujuan untuk menguji hubungan antara *employee well-being* dengan *organizational citizenship behavior* pada karyawan. *Organizational citizenship behavior* merupakan perilaku di luar tuntutan tugas formal yang dilakukan secara sukarela dan berkontribusi pada efektivitas organisasi. Penelitian kuantitatif ini melibatkan 109 karyawan aktif yang dipilih berdasarkan kriteria tertentu. Data dikumpulkan menggunakan skala *organizational citizenship behavior* (12 aitem; $\alpha = 0{,}850$) dan skala *employee well-being* (18 aitem; $\alpha = 0{,}942$). Analisis data dilakukan menggunakan teknik korelasi *Product Moment* dari Pearson. Hasil penelitian menunjukkan terdapat hubungan positif yang signifikan antara *employee well-being* dengan *organizational citizenship behavior* ($r = 0{,}584$; $p < 0{,}001$). Semakin tinggi tingkat *well-being* yang dirasakan karyawan, maka semakin tinggi pula *organizational citizenship behavior* yang ditunjukkan di tempat kerja, dan sebaliknya. Secara deskriptif, mayoritas responden memiliki tingkat *employee well-being* pada kategori tinggi (69,7%) dan *organizational citizenship behavior* pada kategori sedang (66,1%). Penelitian ini menyimpulkan bahwa *employee well-being* berperan penting dalam mendorong munculnya *organizational citizenship behavior* di tempat kerja.

Kata kunci: *Employee well-being*, Karyawan, *Organizational Citizenship Behavior*

Abstract

This study aims to examine the relationship between employee well-being and organizational citizenship behavior among employees. Organizational citizenship behavior refers to voluntary workplace behavior beyond formal role requirements that supports organizational effectiveness. This quantitative study involved 109 active employees selected based on specific inclusion criteria. Data were collected using the organizational citizenship behavior scale (12 items; α=0.850) and the employee well-being scale (18 items; α=0.942). Hypotheses were tested using Pearson's Product Moment correlation. The results demonstrated a statistically significant positive relationship between employee well-being and organizational citizenship behavior (r=0.584; p<0.001). Higher levels of employee well-being correspond to higher levels of organizational citizenship behavior, and vice versa. Descriptively, most participants reported high employee well-being (69.7%) and moderate organizational citizenship behavior (66.1%). This study concludes that enhancing employee well-being fosters extra-role voluntary behaviors among employees in the workplace.

Keywords*: Employee well-being, Employees, Organizational Citizenship Behavior.*