

**HUBUNGAN ANTARA ORGANIZATIONAL CULTURE DENGAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
DI INDYFERYTO MANAJEMEN YOGYAKARTA**

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RINGKASAN

Indyferyto Manajemen Yogyakarta merupakan perusahaan yang bergerak dibidang jasa. Perusahaan Indyferyto manajemen memiliki *organizational culture* yang memiliki pengaruh terhadap perilaku *organizational citizenship behavior*. Penelitian ini bertujuan untuk mengetahui dan menguji secara empiris hubungan antara *organizational culture* dengan *Organizational Citizenship Behavior* (OCB) pada Perusahaan Indyferyto Manajemen Yogyakarta. Metode penelitian yang digunakan adalah metode kuantitatif korelasional dengan alat ukur penelitian menggunakan skala OCB dengan menggunakan teori Organ (Grasiaswaty, dkk., 2016) koefisien validitas bergerak dari 0,203 sampai 0,734. Sedangkan nilai reliabilitas koefisien *cronbach alpha* sebesar 0.845. Serta menggunakan skala *organizational culture* yang digunakan adalah skala yang dikembangkan dengan menggunakan teori Deal dan Kennedy (Mokodompit, 2016) koefisien validitas bergerak dari 0,569 sampai 0,785. Sedangkan nilai reliabilitas koefisien *cronbach alpha* sebesar 0,862. Subjek dalam penelitian ini merupakan karyawan aktif Perusahaan Indyferyto Manajemen. Teknik pengambilan sampel menggunakan teknik *purposive sampling* dan teknik analisa data yang digunakan adalah teknik analisis *rank spearman*. Subjek penelitian adalah karyawan aktif di Perusahaan Indyferyto Manajemen Yogyakarta dengan minimal pengalaman 1 tahun bekerja, usia di atas 20 tahun. Hasil penelitian menunjukkan adanya hubungan positif antara *organizational culture* dengan OCB pada karyawan di Indyferyto Manajemen Yogyakarta dengan $r = 0,521$ dan $p = 0,000$ sehingga dapat dikatakan bahwa hipotesis dalam penelitian ini diterima.

Kata Kunci: *Organizational Citizenship Behavior, Organizational Culture*

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**RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
IN YOGYAKARTA MANAGEMENT INDYFERYTO**

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ABSTRACT

Indyferyto Management Yogyakarta is a company engaged in services. Indyferyto Company Management has an organizational culture that has an influence on the behavior of organizational citizenship. This study aims to find out and test empirically the relationship between organizational culture and Organizational Citizenship Behavior (OCB) at Indyferyto Management Yogyakarta. The research method used is a correlational quantitative method with a research measuring instrument using the OCB scale using Organ theory (Grasiaswaty, et al., 2016) the validity coefficient moves from 0.203 to 0.734. While the reliability value of the Cronbach alpha coefficient is 0.845. As well as using the organizational culture scale used is a scale developed using Deal and Kennedy's theory (Mokodompit, 2016) the validity coefficient moves from 0.569 to 0.785. While the reliability value of the Cronbach alpha coefficient is 0.862. The subjects in this study were active employees of the Indyferyto Management company. The sampling technique used was purposive sampling technique and the data analysis technique used was Spearman's rank analysis technique. The research subjects were active employees at the Yogyakarta Management Indyferyto Company with at least 1 year working experience, aged over 20 years. The results showed that there was a positive relationship between organizational culture and OCB among employees at Indyferyto Management Yogyakarta with $r = 0.521$ and $p = 0.000$ so that it can be said that the hypothesis in this study was accepted.

Keywords: *Organizational Citizenship Behavior, Organizational Culture*

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