

**HUBUNGAN ANTARA *CULTURAL INTELLIGENCE* DENGAN
ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA KARYAWAN
PT. MEGAMAS PLAZA BANGUNAN**

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INTISARI

Dilakukannya penelitian berikut dengan maksud agar dapat membuktikan serta menguji hubungan antara *Cultural Intelligence* terhadap *Organizational Citizenship Behavior*. Ditetapkan sampel penelitian yaitu 100 karyawan PT. Megamas Plaza Bangunan dengan teknik *purposive sampling*. Data Penelitian kami dikumpul melalui pemakaian skala *Cultural Intelligence* yang terdiri atas 32 aitem dan skala *Organizational Citizenship Behavior* terdiri atas 21 aitem. Metode korelasi *Pearson Product Moment* digunakan untuk menganalisis data. Ditunjukkan berdasarkan hasil dari penelitian bahwa *Cultural Intelligence* berdampak positif dan terdapat hubungan signifikan antara *Organizational Citizenship Behavior* yaitu korelasi koefisien sebanyak 0.503 dengan nilai signifikansi sebanyak 0.000 ($p < 0.05$) dengan arti bahwa semakin tinggi *Cultural Intelligence* akan semakin tinggi juga *Organizational Citizenship Behavior* karyawan serta berlaku pula sebaliknya.

Kata Kunci : *Cultural Intelligence, Organizational Citizenship Behavior, Karyawan*

**THE RELATIONSHIP BETWEEN CULTURAL INTELLIGENCE AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN EMPLOYEES OF
PT. MEGAMAS PLAZA BANGUNAN**

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ABSTRACT

This research has a purpose to prove and authenticate the interrelationship between Cultural Intelligence and Organizational Citizenship Behavior. The specimen of this research involved 100 employees of PT. Megamas Plaza Bangunan using purposive sampling method. The data of this research were gathered using a Cultural Intelligence scale containing of 32 items and Organizational Citizenship Behavior scale consisting of 21 items. The data were assessed by using the correlation method of Pearson Product Moment. The outcomes exhibit that persistence has a constructive and significant impact on work obligation through a correlation coefficient of 0.503 and a significance value of 0.000 ($p < 0.05$), which indicates that the higher the Cultural Intelligence, the higher the Organizational Citizenship Behavior of the employees and vice versa.

Keywords : Cultural Intelligence, Organizational Citizenship Behavior, employees