

ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) DITINJAU MELALUI BIG FIVE PERSONALITY PADA KARYAWAN GEN Y DI PT X

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INTISARI

Tujuan dari penelitian ini adalah untuk memahami lebih lanjut atau mendapatkan informasi mengenai relasi *Big Five Personality* dan *Organizational Citizenship Behaviour* pada pegawai Gen Y di PT X. Hipotesis mayor penelitian ini dikemukakan terdapat hubungan antara *Big Five Personality* dan OCB. Adapun lima hipotesis minor, dimana empat dimensi *Big Five Personality* yaitu *extraversion*, *agreeableness*, *conscientiousness* dan *openness* diasumsikan memiliki hubungan positif dengan OCB. Artinya, diharapkan bahwa pertumbuhan dalam keempat dimensi tersebut akan mendukung peningkatan OCB. Sebaliknya, penurunan dalam dimensi-dimensi tersebut diperhitungkan akan berdampak negatif pada OCB. Hipotesa minor kelima yaitu adanya Korelasi invers antara *neuroticism* dan OCB. Hipotesis minor kelima menegaskan bahwa terdapat hubungan negatif antara *neuroticism* dan *Organizational Citizenship Behavior (OCB)*. Yang artinya semakin rendah *neuroticisme*, semakin tinggi juga OCB, dan begitu sebaliknya. Dalam studi ini, metode sampel purposif digunakan dan terdapat sejumlah 105 karyawan PT X yang menjadi subjek. Data penelitian diperoleh melalui pemakaian skala OCB yang menunjukkan 26 aitem sedangkan skala *Big Five Personality* yang mengandung 24 aitem. Penelitian ini memanfaatkan metode pendekatan kuantitatif untuk menganalisis data, dengan teknik analisa regresi menerapkan *IBM SPSS* versi 25. Berdasarkan analisis data yang dilakukan, nilai Anareg (8.354) dengan $p = 0.00$ ($p < 0.05$) berarti hipotesa mayor diterima. Hasil analisis data pada kepribadian *extraversion* ($r=0.243$ dengan $p=0.000$), *conscientiousness* ($r=0.267$ dengan $p=0.037$), *openness to experience* ($r=0.393$ dengan $p=0.013$) Menunjukkan bahwa terdapat keterkaitan positif antara tingkat *extraversion*, *conscientiousness*, dan *openness to experience*. Namun, berbanding terbalik dengan kepribadian *neuroticism* ($r = 0.029$ dengan $p=-0.138$). Hasil analisa data juga menampilkan tidak ada hubungan antara kepribadian *agreeableness* dengan OCB karena $p > 0.05$ ($r = 0.179$ dan $p = 0.167$), yang berarti hipotesa ditolak. Selain itu, sumbangan (*Adjusted R Square*) yang diperoleh dari variabel *Big Five Personality* terhadap OCB adalah 42.6%, sementara 57.4% sisanya terpengaruh oleh faktor-faktor lain yang belum diselidiki.

Kata Kunci : *Organizational Citizenship Behaviour* , *Big Five Personality*, *extraversion*, *agreeableness*, *conscientiousness* dan *openness*

ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) REVIEWED FROM THE BIG FIVE PERSONALITY OF GEN Y EMPLOYEES IN PT.X

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ABSTRACT

The intention of this research is to further understand or acquire information regarding the relationship between Big Five Personality and Organizational Citizenship Behaviour (OCB) among Generation Y employees at PT X. The main hypothesis of this study posits a connection between Big Five Personality and OCB. The five minor hypotheses propose that the four dimensions of Big Five Personality - extraversion, agreeableness, conscientiousness, and openness - are assumed to have a positive relationship with OCB. In other words, it is expected that growth in these four dimensions will support an increase in OCB. Conversely, a decrease in these dimensions is anticipated to have a negative impact on OCB. The fifth minor hypothesis suggests an inverse correlation between neuroticism and OCB. The fifth minor hypothesis asserts a negative relationship between neuroticism and Organizational Citizenship Behaviour (OCB), meaning that lower neuroticism is associated with higher OCB and vice versa. In this study, a purposive sampling method is employed, with 105 employees of PT X serving as subjects. Research data is obtained through the use of an OCB scale consisting of 26 items and a Big Five Personality scale containing 24 items. This study utilizes a quantitative approach to analyze data, applying regression analysis techniques using IBM SPSS version 25. Based on the data analysis conducted, the Anareg value (8.354) with $p = 0.00$ ($p < 0.05$) indicates that the main hypothesis is accepted. The results of the data analysis on extraversion ($r=0.243$ with $p=0.000$), conscientiousness ($r=0.267$ with $p=0.037$), and openness to experience ($r=0.393$ with $p=0.013$) show a positive correlation between the levels of extraversion, conscientiousness, and openness to experience. However, it is inversely related to neuroticism ($r=0.029$ with $p=-0.138$). The data analysis also reveals no significant relationship between agreeableness and OCB as $p>0.05$ ($r=0.179$ and $p=0.167$), indicating that the hypothesis is rejected. Furthermore, the contribution (Adjusted R Square) obtained from the Big Five Personality variables to OCB is 42.6%, while the remaining 57.4% is influenced by unidentified factors.

Keywords: *Organizational Citizenship Behavior, Big Five Personality, extraversion, agreeableness, conscientiousness and openness*