

PENGARUH *WORK LIFE BALANCE* DAN KECERDASAN EMOSIONAL TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA GURU DI YPK DON BOSCO KAM SARIBUDOLOK

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INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh *Work Life Balance* dan Kecerdasan Emosional pada *Organization Citizenship Behavior* (OCB). Sampel penelitian ini adalah 110 guru-guru di SD-SMP-SMA YPK Don Bosco Saribudolok. Hipotesa mayor yang diajukan dalam penelitian ini adalah ada pengaruh *Work Life Balance* dan Kecerdasan Emosional terhadap OCB pada guru YPK Don Bosco Saribudolok. Hipotesa minor pertama adalah ada hubungan positif antara *Work Life Balance* dengan OCB, hipotesa kedua adalah ada hubungan positif antara Kecerdasan Emosional dengan OCB. Uji asumsi dalam penelitian ini menggunakan uji normalitas, uji multikolinearitas, uji autokorelasi dan uji heterokedasitas. Analisa data yang digunakan adalah menggunakan analisis regresi berganda. Hasil analisa data menunjukkan nilai analisis regresi dengan $F = 3.563$ dan $p = 0.032$ ($p < 0.05$), artinya hipotesa mayor diterima yaitu ada pengaruh *Work Life Balance* dan Kecerdasan Emosional terhadap OCB. Hasil analisa data untuk masing-masing uji hipotesa minor menunjukkan bahwa tidak ada hubungan antara *WorkLife Balance* dengan OCB ($\beta = 0.97$, $p = 0.300$) yang berarti hipotesa minor pertama ditolak dan ada hubungan antara Kecerdasan Emosional dengan OCB ($\beta = 0.228$, $p = 0.017$) yang berarti hipotesa minor kedua diterima. Hasil penelitian menunjukkan bahwa ada sumbangan 4,5 persen diberikan oleh *work life balance* dan kecerdasan emosional terhadap *organizational citizenship behavior* (OCB) dan sisa nya 95.5 persen di pengaruhi oleh faktor lain yang tidak di teliti .

Kata Kunci : *work life balance, kecerdasan emosional, organizational citizenship behavior*

**THE INFLUENCE OF WORK LIFE BALANCE AND EMOTIONAL INTELLIGENCE ON
ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN TEACHERS AT YPK DON BOSCO KAM
SARIBUDOLOK**

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ABSTRACT

This study aims to determine the influence of Work-Life Balance and Emotional Intelligence on Organizational Citizenship Behavior. The sample for this research was 110 YPK Don Bosco Saribudolok SD-SMP-SMA teachers. The Mayor's hypothesis put forward in this research is that there is an influence of Work Life Balance and Emotional Intelligence on OCB in YPK Don Bosco Saribudolok teachers. The first minor hypothesis is that there is a positive relationship between Work Life Balance and OCB, the second hypothesis is that there is a positive relationship between Emotional Intelligence and OCB. Testing assumptions in this research uses the normality test, multicollinearity test, autocorrelation test and heteroscedasticity test. The data analysis used is multiple regression analysis. The results of data analysis show a regression analysis value with $F = 3.563$ and $p = 0.032$ ($p < 0.05$), meaning that the major hypothesis accepted is that there is an influence of Work Life Balance and Emotional Intelligence on OCB. The results of data analysis for each minor hypothesis test show that there is no relationship between Work Life Balance and OCB ($\beta = 0.97$, $p = 0.300$) which means the first minor hypothesis is rejected and there is a relationship between Emotional Intelligence and OCB ($\beta = 0.228$, $p = 0.017$) which means the second minor hypothesis is accepted. The research results show that there is a 4.5 percent contribution between work life balance and emotional intelligence to Organizational Citizenship Behavior (OCB) and the remaining 95.5 percent is influenced by other factors that are not comprehensive.

Keywords : Work-Life Balance, emotional intelligence, organizational citizenship behavior