

HUBUNGAN ANTARA *JOB EMBEDDEDNESS* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* PADA GURU-GURU SEKOLAH KALAM KUDUS

Yusril Izha Mahenda¹, Evi Karolina Simanjuntak², Khairunnisa³

Fakultas Psikologi, Universitas Prima Indonesia

INTISARI

Studi ini berfokus pada menggali keterkaitan antara *Job Embeddedness* dengan *Organizational Citizenship Behavior (OCB)* pada guru-guru di Sekolah Kalam Kudus Medan. Penelitian ini menerapkan pendekatan kuantitatif dengan metode korelasional. Sampel penelitian berjumlah 96 orang guru yang dipilih melalui teknik *purposive sampling* berdasarkan kriteria masa kerja minimal satu tahun. Pengumpulan data dilakukan dengan menggunakan skala *Job Embeddedness* yang mencakup dimensi *link*, *fit*, dan *sacrifice*, serta skala *OCB* yang meliputi dimensi *altruism*, *conscientiousness*, *courtesy*, *sportsmanship* dan *civic virtue*. Hasil pengujian asumsi menunjukkan bahwa data berdistribusi normal dan memiliki hubungan linier. Analisis korelasi Pearson menemukan adanya keterkaitan positif yang signifikan antara *Job Embeddedness* dengan *OCB* dengan koefisien korelasi sebesar 0,615 dan signifikansi 0,000 ($p < 0,05$). Temuan ini menunjukkan bahwa, semakin tinggi tingkat keterikatan guru dengan pekerjaannya, maka semakin tinggi pula perilaku kewargaan organisasi yang ditunjukkan. Koefisien determinasi menunjukkan bahwa *Job Embeddedness* berkontribusi sebesar 37,8% terhadap *OCB*, sedangkan sisanya dijelaskan oleh faktor lain di luar lingkup studi ini. Hasil tersebut menggarisbawahi pentingnya upaya sekolah dalam memperkuat keterikatan guru guna mendukung perilaku positif yang melebihi tuntutan peran formal.

Kata Kunci: *OCB, Job Embeddedness*

**“THE CORRELATION BETWEEN JOB EMBEDDEDNESS AND
ORGANIZATIONAL CITIZENSHIP BEHAVIOR AMONG TEACHERS
OF KALAM KUDUS SCHOOL”**

Yusril Izha Mahenda¹, Evi Karolina Simanjuntak², Khairunnisa³

Faculty of Psychology, Universitas Prima Indonesia

ABSTRACT

This study focuses on exploring the relationship between Job Embeddedness and Organizational Citizenship Behavior (OCB) among teachers at Kalam Kudus School Medan. The research employed a quantitative approach with a correlational method. The sample consisted of 96 teachers selected using purposive sampling based on the criterion of having a minimum of one year of work experience. Data were collected using the Job Embeddedness scale, which includes the dimensions of links, fit, and sacrifice, as well as the OCB scale, which covers the dimensions of altruism, conscientiousness, courtesy, sportsmanship, and civic virtue. The assumption tests indicated that the data were normally distributed and demonstrated a linear relationship. Pearson correlation analysis revealed a significant positive relationship between Job Embeddedness and OCB, with a correlation coefficient of 0.615 and a significance value of 0.000 ($p < 0.05$). These findings indicate that the higher the level of teachers' attachment to their work, the higher the organizational citizenship behavior they exhibit. The coefficient of determination shows that Job Embeddedness contributes 37.8% to OCB, while the remaining percentage is influenced by other factors outside the scope of this study.

Keyword : OCB, Job Embeddedness