HUBUNGAN ANTARA KEPUASAN KERJA DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) PADA KARYAWAN PD ALMUBARAK ENERGY

Ayu Fitri Pratiwi - 1100058116

ABSTRAK

Dissatisfaction of the workers in their job will perform negatif behavior, such as absenteeism, turnover and do not care with organization or co-workers. It is also shown by employee of Almubarak Energy that focusing the business in oil & gas industry. If the negative behavior continues over the time, that could be effected to the organization effectiveness. Job satisfaction or job dissatisfaction determined by some of factors for examples personality, values, work situation and social influence. Those attitudes are also reflected in domain of Organizational Citizenship Behavior (OCB) in the form of altruism, conscientiousness, sportmanship, courtesy, dan civic virtue. In this research the measuring instrument is using questionnaires satisfaction and questionnaire OCB which distributed to 74 employees of Almubarak Energy with overall of 65 data can be processed. From the results of these studies found a positive correlation relationship between job satisfaction and OCB at 0,802.

Keywords: Job Dissatisfaction, Job satisfaction, Organizational Citizenship Behavior