

ATTITUDE WORK AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)

Juwita¹, Tjutju Yuniarsih², Rofi Rofaida³

Universitas Pendidikan Indonesia¹²³

Ibujuwita72@gmail.com¹, yuniarsih upi@.edu², rofi rofaida upi@.edu³

ABSTRACT

Behavior we're in place work often depend on feelings We moment be there. With method this, understand how individual Act depend on understanding perspective profession them. A attitude touch on conclusions, beliefs and sentiments We about part from condition us. we have mentality to our food eat, people we invite get along, the course we are take, and other things. on the spot work, two mentality profession certain have potency best for affect method We act. This is fulfillment work and responsibilities answer authoritative. Fulfillment profession refers to the emotions you have individual to activity them. If quantity satisfaction-directed studies work Becomes marker, satisfaction work possible is mentality the most significant activity. Not quite enough answer authoritative is connection the enthusiasm you have individual to association the place they work. There is serious coverage Among fulfillment jobs and assignments authoritative, because satisfying stuff We with activity We often make we are also getting dedicated to the organization. Organization accept that perspective this proper for followed because they in a manner regular connected with significant outcomes, for example, execution, helping others, truancy and commutation.

Keywords: Attitude Work, Organizational Citizenship Behaviour

INTRODUCTION

Attitude work refers to evaluation profession someone who is feeling somebody to, belief about, and attachment to work someone. This often depending on how feeling somebody about be there because that, understand how people will behave depending on understanding attitude work they Attitude is circumstances psychological from mind. This is method somebody think about situation and in the end determine behavior someone on the spot work, employees could have attitude positive or negative about Duty profession particular, product or service, partner work or management, or company in a manner whole .

Attitude bad resulted attitude apathetic to Duty everyday. Employee easy troubled by problems small. Task completed at the level below standard. Attitude positive in between employee make day work more fun. Task done with more standards tall and without complaint Example attitude positive employees occur when a employee looked calling service negative customer as opportunity for change narrative for customer from experience bad Becomes good experience.

Attitude work and behavior work relate live because good attitude produce behavior positive and attitude bad leads to behavior negative in many case. A employees who believe in the product company more possible for involved with customer in a manner positive. The department in which the employee each other liking and management trust more productive and owned more a little replacement. However if employee forced to for work with extended working hours in a manner regular without incentive Additionally, attitude negative often grow and spread to whole creating department problem with performance and effectiveness.

Though manager no could change all decisive factor attitude negative on the spot work, however there is method for promote attitude positive. Good place for start for a manager is with exemplifies attitude the positive alone to employee. Manager with attitude positive looked

problem as opportunity for succeed, teach and grow. Building exercises team develop trust and unity among personnel department. Ensure employee have exciting incentives they produce attitude positive. Incentive possible form time break, bonus, or another award for fulfilling employees aim.

Attitude work even more strong related with behavior citizenship organization (behavior basically no part from profession somebody but valuable for organization, like help employee new or work volunteer from time to time). Attitude work and OCB is road going to success business (Sivasakthi and Selvarani, 2015). Satisfied and committed people more seldom absent and for more duration short, inclined endure longer in the company, and shows more a little aggression on the spot work. Attitude work and behavior inhabitant organization (OCB) is new term developed in discipline source power human, which is very important for every company moment this. This help for Upgrade level commitment to jobs and companies.

With competition cutting edge and technology high in the market, the need moment this is Upgrade productivity and efficiency employee through innovation. Attitude Work guard Involvement Work, Commitment Organization, Engagement Employees, and Support Perceived Organization. OCB takes care Altruism, Awareness, sportsmanship and the Virtue of Citizenship Attitude work and OCB is route going to success business.

OCB is a describing concept commitment and performance voluntary and without strings attached somebody in a organization or company that is n't is part from Duty the contractual OCB happened when Duty whatever is chosen employee for carried out, by spontaneous and up his will myself, which is often are outside obligation specified contract. In other words, it is wisdom. OCB by Company maybe no always in a manner directly and formally recognized or valued, through increase wages or promotion. OCB can reflected in ranking supervisor and colleagues profitable work, or evaluation more performance ok With method this could facilitate acquisition future gifts in a manner no direct. Finally and in critically OCB must promote its functioning organization in a manner effective (Organ, 1988, p . 4). During many years various study performed on OCB. started from definition early Chester Barnard about OCB as willingness individual in organization for work same (Barnard, 1938) and later distinguished by Katz (1964) as " behavior innovative and spontaneous " as opponent from performance more role mandatory. Basis for differentiation is is behavior found in description profession known individual as performance inroles vs. supportive behavior organization but no detailed in description profession individual; performance extra-roles (Harper, 2015). Scope citizenship very broad organization Employees who believe (or we say 'practice') citizenship good organisation is the one who always is notice interest best company. That could take many different forms, such as : work same with others, be volunteer for Duty addition, orient employee new, offer for help others solve profession them, and in volunteer do more than needed work , function. Especially activity whatever it is classified below the statement 'works extra' or 'above and beyond' for help others on the spot work or organization that alone is OCB activity.

OCB delivers practice best about how somebody could develop integrity in the business with define, communicate and embed supportive values and behaviors. OCB characterizes a complete person engaged, and enthusiastic with profession them , and with thereby will Act with advancing way interest organization them. This is to what extent employees think, feel, and act with representative way level high commitment to organization them. Attitude employee motivated for contribute 100% of their knowledge, skills and abilities for help success the organization. That is to be OCB. They really care with company they want contributed to its success and in regular have experience tops on the spot work With thus Organizational Citizenship Behaviors (OCBs) are activity chosen by a person employee for done beyond role specified organization kindly historical, in 1938 Barnard (1938) described phenomenon

Willingness of people to donate effort to others who are cooperative, but he in a manner no live hinted about Organizational Citizenship Behavior. Smith, Organ and Near (1983) who first created term Organizational Citizenship Behavior and defining it as category behavior on the spot work .

They describe OCBs as action a employees who convey a sense of intent kind, helpful, and cooperation and not needed in formal job roles . In studies initial OCB in place work this, Smith et al., (1983) made questionnaire 16 items and from results two dimensions independent emerging OCB : altruism and obedience general.

Altruism describe behavior role extra where a employee aim for in a manner live help other employees inside situation stare advance, like help member new organization Becomes oriented. Obedience general refers to behavior employees who don't addressed in a manner specific to individuals another, however help organization and those involved in it with way more no direct, like no do no break should. According to Organ (1988, p . 4) an OCB is behavior free individual, no in a manner live or explicit recognized by the system formal award, and in a manner whole promote function effective organization. Behavior this like offer help to employee new, be volunteer for do no job necessary, and attending corporate events, for example important for researchers and givers work for implication practically in place work.

RESEARCH METHOD

Sample: Initially 200 employees from organization sector public and sector government, from second type sex aged between 30 to 50 years work chosen as subject or respondent for study this.

RESULTS AND DISCUSSION

Findings statistics and interpretation logically about objectives and hypotheses are formulated for study this for evaluate influence a number of attitude work towards the proper Organizational Citizenship Behavior (OCB) Becomes heart and soul from something organization, is displayed in form discretion, role extra, and without desire anything and without anticipate reward positive whatever or avoid punishment, such as“*The Good Samaritan's Behavior*”, but for profitable employees and or organization.

For test hypothesis this, the mean and SD values of behavior citizenship organizational employee (OCB) is : compared with score attitude work they through t-ratio statistic . Results obtained presented in Table-1 below this.

Table 4

Comparison of Average Scores and SD Organizational Citizenship Behavior Owing Employees High and Low Jobs Attitude Score

Profession Attachment	N	Means OCB	SD	SE	-t ratio	df	-p value
JE is high	100	71,69	8.22	.72	12.08	198	<.01
is low	100	60.09	6.26	.63			

Seen clear from the pictures contained in Table-4.07 that employees who experience high Job Engagement has shows a higher Mean OCB (M=71.69-8.22). tall compared to with employees who experience Low Job Involvement (M=60.09-6.26) because observed differences significant. (t= 12.08; df = 198;p <.01) below 1% of level error . With thereby formulated hypothesis _ in context this supported by facts statistics . *For test hypothesis , the Mean and SD scores of behavior* citizenship organizational employees (OCB) compared with score Commitment Organization they through statistics -t ratio . Results obtained presented in Table-2 below this.

Table 2
Comparison of Organizational Mean and SD Scores Behavior Citizenship Emoloyee High or Low Commitment Score Organization

Organization Commitment	N	Means OBC	SD	SE	-t ratio	df	-p value
high OC	100	67.63	7.51	.75	08.31	198	<.01
low OC	100	59.07	6.97	.7			

The pictures contained in Table 2 make it clear that experienced employees Commitment Organization tall has show The average OCB score is more tall (M=67.63-7.51) compared with those who have commitment organization low (M=59.07-6.97) and the average difference between second group found significantly (t=8.31; df = 198;p <.01) exceeded level 99% confidence . With thereby formulated hypothesis in context this supported by facts statistics.

CONCLUSION

Studies about Attitude Work and Organizational Citizenship Behavior. Second variable this is very important and useful for its functioning organization in a manner healthy. Attitude work involve characteristics cognitive, emotional, and behavioral decisive individual pattern thinking, emotional, and behavior on site employees work. Attitude positive work give benefit instant and term long for employees and organizations. Attitude like that is one _ source satisfaction work, increase productivity and stay longer in the organization, whereas attitude work negative inviting consequence dangerous for both, ie dissatisfaction, monotony, conflict organization, and turnover job.

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