

### **ABSTRACT**

*The research aims to analyse: the influence of psychological contracts, personality types, and emotional intelligence to Organizational Citizenship Behavior (OCB): The research object is a sample used as many as 51 employees of PT. Prima Arya Sembada, calculated based on the use of saturated samples. Method of collecting data using survey method, with research instrument is questionnaire. The characteristic analysis method of respondents uses the Statistical Package for the Social Sciences (SPSS) and data analysis methods using Partial Least Square (PLS). Research proves that the psychology contract has a positive and significant effect on Organizational Citizenship Behavior (OCB). Personality types have positive and significant effect on Organizational Citizenship Behavior (OCB), and emotional intelligence has a significant and positive effect on Organizational Citizenship Behavior (OCB) of PT. Prima Arya Sembada.*

*Keywords: contract psychology, personality type, emotional intelligence, Organizational Citizenship Behavior (OCB).*



## ABSTRAK

Penelitian ini bertujuan untuk menganalisis : pengaruh kontrak psikologi, tipe kepribadian, dan kecerdasan emosional terhadap *Organizational Citizenship Behavior* (OCB) : Objek penelitian ini adalah sampel yang dipergunakan sebanyak 51 karyawan PT. Prima Arya Sembada, dihitung berdasarkan menggunakan sample jenuh. Metode pengumpulan data menggunakan metode survey, dengan instrument penelitian adalah kuesioner. Metode analisis karakteristik responden menggunakan *Statistical Package for the Social Sciences* (SPSS) dan metode analisis data menggunakan *Partial Least Square* (PLS). Penelitian membuktikan bahwa Kontrak Psikologi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB). Tipe Kepribadian berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB), dan Kecerdasan Emosional berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB) PT. Prima Arya Sembada.

Kata kunci : Kontrak Psikologi, Tipe Kepribadian, Kecerdasan Emosional, *Organizational Citizenship Behavior* (OCB).

