

ABSTRACT

The Relationship Between Organizational Citizenship Behavior (OCB) and Unethical Behavior Among Private and Government Employees in Jakarta

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Abstract

This study aims to investigate the relationship between Organizational Citizenship Behavior (OCB) and Unethical Behavior (UB) among private and government employees in Jakarta. Organizational Citizenship Behavior (OCB) is of great importance for both private and government employees in Jakarta as it contributes to the sustainability of organizations, employee well-being, and the reduction of Unethical Behavior (UB). The sampling technique employed in this research is Non-Probability Sampling using the Accidental Sampling method. The respondents for this study amounted to 170 individuals, consisting of employees working in private companies and government sectors. The scales utilized in this research include Organ's (1988) Organizational Citizenship Behavior Scale and the Unethical Behavior Scale developed by Luna-Arocas and Tang (2004). The findings of the study indicate a significant negative relationship between Organizational Citizenship Behavior and Unethical Behavior, suggesting that higher levels of Organizational Citizenship Behavior are associated with lower levels of Unethical Behavior among employees, and conversely, lower levels of Organizational Citizenship Behavior are linked to higher levels of Unethical Behavior among employees

Keywords: Organizational Citizenship Behaviour, Unethical Behaviour, Employees

ABSTRAK

HUBUNGAN ANTARA *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (*OCB*) DENGAN *UNETHICAL BEHAVIOR* PADA KARYAWAN SWASTA DAN PEMERINTAHAN DI JAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *Organizational Citizenship Behaviour (OCB)* dengan *Unethical Behaviour (UB)* pada karyawan swasta dan pemerintahan di Jakarta. *Organizational Citizenship Behaviour (OCB)* sangat penting dimiliki oleh seorang karyawan swasta dan pemerintahan di Jakarta untuk menjaga keberlangsungan organisasi juga kesejahteraan karyawan dan mengurangi perilaku *Unethical Behaviour (UB)*. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah *Non Probability Sampling* dengan jenis *Accidental Sampling*. Responden dalam penelitian ini berjumlah 170 orang dengan kriteria karyawan yang bekerja di Perusahaan swasta atau di sektor pemerintahan. Skala yang digunakan dalam penelitian ini adalah skala *Organizational Citizenship Behaviour* milik Organ (1988) (*Organizational Citizenship Behaviour Scale*) dan skala *Unethical Behaviour* yang dikembangkan oleh Luna-Arocas and Tang (2004) (*Unethical Behaviour Scale*). Hasil penelitian menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *Organizational Citizenship Behaviour* dengan *Unethical Behaviour*, atau dapat diartikan semakin tinggi *Organizational Citizenship Behaviour* maka semakin rendah *Unethical Behaviour* pada karyawan, sebaliknya, semakin rendah *Organizational Citizenship Behaviour* maka semakin tinggi *Unethical Behaviour* pada karyawan.

Kata kunci: *Organizational Citizenship Behaviour, Unethical Behaviour, Karyawan*