

**PENGARUH ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)
TERHADAP KEPUASAN KERJA BERDASARKAN JENIS KELAMIN
KARYAWAN KANTOR PUSAT PT PERKEBUNAN NUSANTARA IV
REGIONAL IV**

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ABSTRAK

LATAR BELAKANG : Survei kepuasan kerja oleh *Holding* Perkebunan dari tahun 2020 – 2022 mendapatkan hasil PT Perkebunan Nusantara IV *Regional IV* selalu berada pada peringkat 3 dari 4 perusahaan dibawah naungan subholding PalmCo. Salah satu upaya meningkatkan kepuasan kerja dapat dilakukan melalui pendekatan *Organizational Citizenship Behavior* (OCB), sehingga peneliti tertarik untuk meneliti pengaruh *Organizational Citizenship Behavior* (OCB) terhadap kepuasan kerja karyawan.

TUJUAN : Melihat perbedaan pengaruh OCB terhadap kepuasan kerja berdasarkan jenis kelamin karyawan kantor pusat PT Perkebunan Nusantara IV *Regional IV*.

METODE : Penelitian ini menggunakan metode kuantitatif jenis korelasional dengan melibatkan 140 responden dari populasi penelitian yakni karyawan kantor pusat PT Perkebunan Nusantara IV *Regional IV*. Teknik pengambilan sampel pada penelitian ini menggunakan jenis *random sampling* dengan teknik *random stratified proporsional* dengan instrumen pengukuran skala OCB dan kepuasan kerja yang dianalisis menggunakan *Pearson's Product Moment*.

HASIL : Hasil penelitian ini membuktikan OCB berpengaruh positif dan signifikan terhadap kepuasan kerja karena memiliki nilai signifikansi $0.000 > 0.05$, dan $F \text{ Hitung} > F \text{ Tabel}$ yaitu $149.705 > 3.91$. OCB mempengaruhi kepuasan kerja sebesar 52%. OCB berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan laki-laki dengan persentase 44.5%. OCB berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan perempuan dengan persentase 66.5%.

KESIMPULAN : Terdapat pengaruh positif dan signifikan OCB terhadap kepuasan kerja sebesar 52%. Efektivitas pengaruh OCB terhadap kepuasan kerja karyawan perempuan lebih besar dari pada laki-laki dengan perbandingan persentase $66.5\% > 44.5\%$.

Kata Kunci : *Organizational citizenship behavior*, kepuasan kerja, jenis kelamin.

**THE INFLUENCE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR
(OCB) ON JOB SATISFACTION BASED ON THE GENDER OF
EMPLOYEES IN THE HEAD OFFICE OF PT PERKEBUNAN
NUSANTARA IV REGIONAL IV**

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ABSTRACT

BACKGROUND : The job satisfaction survey by Perkebunan Holding from 2020 - 2022 showed that PT Perkebunan Nusantara IV Regional IV was always ranked 3rd out of 4 companies under the PalmCo subholding. One effort to increase job satisfaction can be done through the Organizational Citizenship Behavior (OCB) approach, so researchers are interested in examining the influence of Organizational Citizenship Behavior (OCB) on employee job satisfaction.

PURPOSE : Identified the influence of OCB on job satisfaction based on the gender of PT Perkebunan Nusantara IV Regional IV head office employees.

METHODS : This research uses a correlational quantitative method involving 140 respondents from the research population, namely employees of the head office of PT Perkebunan Nusantara IV Regional IV. The sampling technique in this research used random sampling with a random stratified proportional technique with measurement instruments on the OCB scale and job satisfaction which were analyzed using Pearson's Product Moment.

RESULTS : The results of this research prove that OCB has a positive and significant effect on job satisfaction because it has a significance value of $0.000 > 0.05$, and $F \text{ Calculation} > F \text{ Table}$, namely $149,705 > 3.91$. OCB influences job satisfaction by 52%. OCB has a positive and significant effect on job satisfaction of male employees with a percentage of 44.5%. OCB has a positive and significant effect on job satisfaction of female employees with a percentage of 66.5%.

CONCLUSION : There is a positive and significant influence of OCB on job satisfaction of 52%. The effectiveness of the influence of OCB on job satisfaction of female employees is greater than that of male employees with a percentage ratio of $66.5\% > 44.5\%$.

Keywords : Organizational citizenship behavior, job satisfaction, gender.