

HUBUNGAN KEPUASAN KERJA DENGAN KINERJA KONTEKSTUAL PADA PEGAWAI DI BANKESBANGPOL PROVINSI JAMBI

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ABSTRAK

LATAR BELAKANG Setiap organisasi memerlukan SDM yang tidak hanya menjalankan tugas pokok, tetapi juga menunjukkan perilaku sukarela seperti membantu rekan kerja, mematuhi aturan, dan loyal terhadap organisasi, yang disebut kinerja kontekstual. Salah satu faktor yang memengaruhi kinerja ini adalah kepuasan kerja. Pegawai yang puas cenderung bersikap positif dan rela melakukan tugas di luar tanggung jawab utama. Fenomena ini terlihat di Bankesbangpol Provinsi Jambi, di mana pegawai menunjukkan semangat kerja tinggi, saling membantu, dan bersedia bekerja melebihi jam kerja.

TUJUAN Penelitian ini bertujuan untuk mengetahui hubungan Kepuasan Kerja dengan Kinerja Kontekstual pada pegawai Bankesbangpol Provinsi Jambi

METODE Penelitian ini menggunakan pendekatan kuantitatif dengan metode korelasional. Sampel diambil secara *Purposive sampling* dari 65 responden yang memenuhi karakteristik. Data dikumpulkan melalui kuesioner yang telah diuji validitas dan reliabilitasnya, kemudian dianalisis menggunakan uji korelasi *Pearson Product Moment*.

HASIL Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara kepuasan kerja dengan kinerja kontekstual pada pegawai Bankesbangpol Provinsi Jambi. Dengan koefisien korelasi sebesar $r=0.661$, dan tingkat signifikansi $p=0.000 < 0.05$.

KESIMPULAN Berdasarkan hasil uji korelasi, hipotesis alternatif (H_a) diterima dan hipotesis nol (H_o) ditolak. Terdapat hubungan positif yang signifikan antara kepuasan kerja dengan kinerja kontekstual pada pegawai Bankesbangpol Provinsi Jambi. Artinya, semakin tinggi tingkat kepuasan kerja yang dirasakan pegawai, maka semakin tinggi pula kinerja kontekstual yang ditunjukkan, dan begitu pula sebaliknya

Kata Kunci: kepuasan kerja, kinerja kontekstual, pegawai, organisasi.

THE RELATIONSHIP BETWEEN JOB SATISFACTION AND CONTEXTUAL PERFORMANCE AMONG EMPLOYEES AT BANKESBANGPOL PROVINCE OF JAMBI

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ABSTRACT

BACKGROUND Every organization requires human resources who not only perform their main duties but also engage in voluntary behaviors such as helping coworkers, adhering to rules, and showing loyalty to the organization's behaviors referred to as contextual performance. One of the factors influencing this performance is job satisfaction. Employees who are satisfied with their jobs tend to display positive attitudes and willingly take on responsibilities beyond their formal roles. This phenomenon is observed at the Jambi Province Agency for National Unity and Politics (Bankesbangpol), where employees demonstrate strong work enthusiasm, mutual support, and a willingness to work beyond regular hours.

PURPOSE This study aims to determine the relationship between job satisfaction and contextual performance among employees at Bankesbangpol Jambi Province.

METHOD This study employs a quantitative approach using a correlational method. The sample was selected using purposive sampling from 65 respondents who met specific characteristics. Data was collected through a questionnaire that had been tested for validity and reliability, and subsequently analyzed using the Pearson ProductMoment correlation test.

RESULT The results show a significant positive relationship between job satisfaction and contextual performance among Bankesbangpol employees, with a correlation coefficient of $r = 0.666$ and a significance level of $p = 0.000 < 0.05$.

CONCLUSION Based on the correlation test, the alternative hypothesis (H_a) is accepted, and the null hypothesis (H_o) is rejected. There is a significant positive relationship between job satisfaction and contextual performance. This means that the higher the employee's job satisfaction, the higher their contextual performance, and vice versa.

Keywords: job satisfaction, contextual performance, employee, organization.