

## RELATIONSHIP BETWEEN INTERPERSONAL COMMUNICATION WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN EMPLOYEES OF HUMAN RESOURCES DEPARTMENT PT. SEMEN PADANG

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### ABSTRACT

This study discusses the relationship between interpersonal communication and organizational citizenship behavior on employees of human resources departement PT. Semen Padang. The independent variable in this study is the interpersonal communication variables that are accepted are the behavior of the citizens of the organization. The measuring instrument used in this study is the scale of interpersonal communication and the scale of organizational citizenship behavior. The technique of taking samples in this study using saturated sample techniques. The sample in this study were 70 employees of the Human Resources Department of PT. Semen Padang. Validity and reliability test in this study using Alpha Cronbach technique. The results of the validity coefficient on the scale of interpersonal communication meetings from  $r_{ix} = 0.323$  to  $r_{ix} = 0.680$  and reliability of  $\alpha = 0.939$  while on the OCB scale the value of the power index is different from  $r_{ix} = 0.336$  with  $r_{ix} = 0.833$  with reliability according to  $\alpha = 0.947$ . data, obtained an estimated value of  $r = 0.455$  with a significance level of 0.000 which means the hypothesis is accepted. This shows that there is a significant relationship between interpersonal communication and organizational citizenship behavior on employees of human resources departement PT. Semen Padang PT. Semen Padang.

**Keywords:** Interpersonal Communication, Organizational Citizenship Behavior, Employee.