

THE RELATIONSHIP BETWEEN ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AND THE PERFORMANCE OF XYZ VOCATIONAL SCHOOL TEACHERS IN BOGOR DISTRICT

Dadang Suhermawan¹, Kusumastuti Dyah Pratiwi² & Rastia Rahmasya'bani³

email : suhermawan02@gmail.com¹, rahmasyahbanirastia@gmail.com², kpratiwi2020@yahoo.com³
faculty of Psychology

Professional Psychology Masters Study Program
Persada Indonesia University Y.A.I. Jalan Jakarta INDONESIA

ABSTRACT

Organizations want the human resources within them to support the success of the organization through their performance. Employee performance as human resources is an important element in realizing the vision, mission and goals of a company. Employee performance is influenced by many factors, one of which is Organizational Citizenship Behavior (OCB), which is voluntary behavior carried out by employees that goes beyond the demands of their formal role and makes a positive contribution to the organization. The research method used is quantitative using the task interdependence scale and the OCB scale. The research sample consisted of 50 teachers selected using purposive sampling technique. The results of data analysis show that there is a positive and significant relationship between OCB and teacher performance ($r = 0.45$; $p < 0.01$). This means that the higher the OCB felt by the employee, the higher the performance shown by the employee. Implications and suggestions for further research are also discussed in this study.

Keywords: Teacher Performance, Organizational Citizenship Behavior.