

Organizational Citizenship Behavior (OCB) within the Employees of Prof. DR. H. Kadirun Yahya Foundation

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Abstract – The aim of this research is to find out the level of organizational citizenship behavior (OCB) within the employees of Prof. DR. H. Kadirun Yahya Foundation. This research use survey model with 64 employees of Prof. DR. H. Kadirun Yahya Foundation in Medan city chosen with total sampling technique. The data is analized with descriptive statistical and One Way Anova. The result shows that organizational citizenship behavior within within the employees of Prof. DR. H. Kadirun Yahya Foundation is high. This conclusion can be used as a guide to further explore and give intervention in order to increase organizational citizenship behavior in employees.

Keywords – *Organizational Citizenship Behavior*.

I. INTRODUCTION

Organization is a complex unit that try to maximalize human resources in order to achieve a goal. In fact, an organization or company aim for gain profits as well as maintain the business in a long time. Nowadays, the company must have strategic steps to face, increase and also develop competitiveness. One of the demands is how the organization can be responsive to the change. One of the steps to achieve this demand is the human resources in that particular organization. [1].

Without the suitable employess in qualitative, quantitative, strategical, operational and functional aspects, an organization or company will not able to maintain the existence, development and advancement in the future. In these days, organization need the spesific behavior in employess where they ready to work maximally and optimally. This behavior is more that needed in this era with more team works needing the employess who willing to have both extra and intra role. [2]

As an organization that works in educational field, the Prof. DR. H. Kadirun Yahya foundation is one of foundations in Medan city who apply islamic values to their employees as well as the students and college students. It is done to create the way of thinking for the students, college students and employees and also supports the goal of organization effectively. Byars and Rue research in 2008 stated that to achieve organization's goal effectively depends to employees way of thinking for doing and solving their works because each individual has different characteristics. [3]

The company will not able to compete, change the resources and serve the stakeholders if the employees just do their job description and didnt do the organizational citizenship behavior (OCB) that contains various kinds of cooperations, also help each other in social and psychological contexts. In other words, organization needs contextual performance beside job performance. [4]

Organizational Citizenship Behavior (OCB) is a chosen behavior that is not a part of formal job obligations for employees but supports the function of company effectively [5]. Also, Organizational Citizenship Behavior (OCB) is an extra role behavior where the employees should be able to apply the exact behavior and must have behavior for an individual in an organization. [6]

Moreso, Ahdiyana in her research said that everybody who has had high organizational citizenship behavior will not be paid with money or special bonus. Organizational citizenship behavior (OCB) is more about the social behavior from each individual to works beyond what is expected from them such as helping the other employees on break time willingly [7]. According to Organ, there are five important dimensions in organizational citizenship behavior, they are altruism, civic virtue, conscientiousness, courtesy and sportmanship. [8]

The employees of Prof. DR. H. Kadirun Yahya Foundation have organizational citizenship behavior where the employees can finish their works well and on time and also can cooperate to finish a task so that the function of the foundation can work well, too [9]. Based on that explanation, the researchers are interested to find out the compassionate of the orphan's teenagers.

II. THE PURPOSE AND METHOD

The main purpose of this research is to test organizational citizenship behavior (OCB) within the employees of Prof. DR. H. Kadirun Yahya Foundation in Medan city. The subject of this research is 64 employees, chosen with total sampling technique. Organizational citizenship behavior measures by researchers own made scale contained 22 items. The scale is constructed based on Likert Scale model, consists of five alternative answers : most suitable, suitable, neutral, not suitable and most not suitable with score from 1 to 5. The data analyzed with statistical descriptive and One Way Anova.

III. RESULT AND DISCUSSION

The result of this research is 1 employee (2%) shows low organizational citizenship behavior, 27 employees (42%) have moderate organizational citizenship behavior. 36 employees (56%) with high organizational citizenship behavior. The employees with high organizational citizenship behavior tend to do positive activities that benefit the company such as help the other employees, be the volunteer to do extra works, avoid the unnecessary conflicts, doing the hard works earnestly, on time and doesn't

wasting time as well as increase the performance beyond employees minimum standard [8].

According to Kaswan in his book, high organizational citizenship behavior, based on research which associates OCB with individual significant results showed that the results increase managerial evaluation to overall performance, wages, recommendations, achievements and promotions [9]. Furthermore, the related researchs emphasize that employees with OCB tend to be given the high profile tasks and also have more opportunities to get more training. There are many similar researchs that discuss about OCB might increase the organization performance with helps coordinate workgroup activities and keep the group cohesion as high as possible in whole organization. Besides, there are discussions which found that OCB increasing performance by giving the opportunities to organization for attracting and maintaining the best people, decreasing variability in organization performance, increasing organization ability to adapt with the ever changing environment and creating social models in organization.

IV. SUMMARY

This research lays out the descriptive assesment of organizational citizenship behavior within the employees of Prof. DR. H. Kadirun Yahya Foundation in Medan city. The result shows that 1 employee (2%) shows low organizational citizenship behavior, 27 employees (42%) have moderate organizational citizenship behavior and 36 employees (56%) with high organizational citizenship behavior. This result can be used as a guide to further explore the reason why the organizational citizenship behavior exist and give intervention to increase the organizational citizenship behavior in employees.

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