

ABSTRAK

HUBUNGAN *EMPLOYEE ENGAGEMENT* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* PADA PERAWAT DI RUMAH SAKIT X

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Penelitian ini bertujuan untuk mengetahui hubungan antara *Employee Engagement* dengan *Organizational Citizenship Behavior* pada perawat di Rumah sakit X. Penelitian ini menggunakan pendekatan kuantitatif dengan subjek dalam penelitian ini adalah perawat dengan responden berjumlah 172, menggunakan teknik *Simple Random Sampling*, teknik pengumpulan data menggunakan kuesioner dalam bentuk g.form dengan menggunakan dua alat ukur yaitu *Employee Engagement* dan *Organizational Citizenship Behavior*. Teknis analisis data dalam penelitian ini menggunakan korelasi, sehingga analisis data dapat diartikan semakin tinggi *Employee Engagement*, maka semakin tinggi juga *Organizational Citizenship Behavior* sebaliknya, semakin rendah *Employee Engagement*, maka semakin rendah juga *Organizational Citizenship Behavior* dengan hasil signifikan sebesar $\text{Sig}=0,001<0,05$ yang dimana terdapat hubungan antara *Employee Engagement* dengan *Organizational Citizenship Behavior* pada perawat di Rumah sakit X.

Kata Kunci: *Employee Engagement*, *Organizational Citizenship Behavior*, Perawat.

ABSTRACT

THE RELATIONSHIP BETWEEN EMPLOYEE ENGAGEMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN NURSES AT THE BANDUNG CITY REGIONAL GENERAL HOSPITAL.

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This study aims to determine the relationship between Employee Engagement and Organizational Citizenship Behavior in nurses at Bandung City Hospital. This study uses a quantitative approach with the subjects in this study are nurses with 172 respondents, using Simple Random Sampling technique, data collection techniques using questionnaires in the form of g.form using two measuring instruments namely Employee Engagement and Organizational Citizenship Behavior. The data analysis technique in this study uses correlation, so that the data analysis can be interpreted that the higher the Employee Engagement, the higher the Organizational Citizenship Behavior, on the contrary, the lower the Employee Engagement, the lower the Organizational Citizenship Behavior with significant results of Sig = 0.001 <0.05 which means there is a relationship between Employee Engagement and Organizational Citizenship Behavior in nurses at Bandung City Hospital.

Keyword: Employee Engagement, Organizational Citizenship Behavior, nurses.