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Hubungan antara efikasi diri dengan perilaku kewarganegaraan organisasi pada pegawai aparatur sipil negara (ASN) di Samarinda

Correlation between self-efficacy and organizational citizenship behavior in state civil employees (ASN) in Samarinda

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Abstract
 Employees are considered an important factor in influencing organizational effectiveness, so leaders must build a sense of security and order in employees to organize organizational citizenship behaviors related to individual beliefs or self-efficacy. This study aims to determine the correlation between self-efficacy and organizational citizenship behavior in civil servants in Samarinda. This study used a quantitative approach with the subjects of 100 ASN employees selected using purposive sampling techniques. The data collection method used the organization's citizenship behavior scale and self-efficacy scale. The data were analyzed with the Kendall tau-b median test. The results of the reliability test of both scales were obtained r over 0.900, namely all items were declared valid, then the reliability test produced an value of ≥ 0.700 which means that scales were reliable. The results of the Kendall tau-b analysis test showed a significant relationship between self-efficacy and organizational citizenship behavior with a correlation value of $r = 0.491$ and a p value $= 0.000$ ($p < 0.05$). This means that both variables have a correlation, the higher the self-efficacy possessed, the higher the citizenship behavior of ASN employees organizations in Samarinda.

Keywords: Self-Efficacy, Organizational Citizenship Behavior, ASN Employees

Abstrak
 Pegawai dianggap sebagai faktor penting dalam memengaruhi efektivitas organisasi, sehingga pemimpin harus membangun rasa aman dan nyaman pada pegawai untuk menimbulkan perilaku kewarganegaraan organisasi yang dimana berkaitan dengan keyakinan individu atau efikasi diri. Penelitian ini bertujuan mengetahui hubungan efikasi diri dengan perilaku kewarganegaraan organisasi pada pegawai ASN di Samarinda. Penelitian ini menggunakan pendekatan kuantitatif dengan subjek 100 orang pegawai ASN yang dipilih menggunakan teknik purposive sampling. Metode pengumpulan data menggunakan skala perilaku kewarganegaraan organisasi dan skala efikasi diri. Data dianalisis dengan uji Kendall tau-b. Hasil uji validitas kedua skala didapatkan r lebih $\geq 0,900$ yaitu seluruh butir dinyatakan valid, kemudian uji reliabilitas menghasilkan nilai $\geq 0,700$ yang berarti skala dinyatakan reliabel. Hasil uji analisis Kendall tau-b menunjukkan adanya hubungan signifikan antara efikasi diri dengan perilaku kewarganegaraan organisasi dengan nilai koefisien sebesar $r = 0,491$ dan nilai $p = 0,000$ ($p < 0,05$). Hal ini berarti kedua variabel memiliki hubungan, semakin tinggi efikasi diri yang dimiliki maka akan semakin tinggi perilaku kewarganegaraan organisasi pegawai ASN di Samarinda.

Kata kunci: Efikasi Diri, Perilaku Kewarganegaraan Organisasi, Pegawai ASN