

ABSTRAK

Sulastris Muktiawarni Lubis. (0800589). Hubungan Kepribadian *Big Five*, Motivasi dan *Organizational Citizenship Behavior* (OCB) pada Karyawan Rumah Sakit X Bandung. Skripsi. Departemen Psikologi FIP UPI. Bandung (2015).

Penelitian ini bertujuan untuk mengetahui gambaran dan hubungan kepribadian *big five*, motivasi dan OCB pada karyawan RS X Bandung. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif-korelasional. Sampel dalam penelitian ini berjumlah 104 karyawan di Bandung. Data diperoleh menggunakan instrumen pengukuran berupa kuesioner skala BFI, *Theory Of Needs* dan instrument OCB. Hasil penelitian menunjukkan bahwa mayoritas karyawan 61% memiliki kepribadian *agreeableness*, 43% memiliki motivasi sedang dan 46% memiliki OCB sedang. Hasil perhitungan korelasi antara kepribadian *big five* dan OCB dengan menggunakan teknik *Spearman Rank* menunjukkan bahwa terdapat hubungan yang rendah dan signifikan antara kepribadian *extraversion*, *agree*, *conscientiousness*, *openness* dengan OCB dengan ($r=0,295$), ($r=0,349$), ($r=0,251$), ($r=0,200$), dan tidak terdapat hubungan antara kepribadian *neuroticism* dan OCB. Untuk motivasi dengan OCB terdapat hubungan yang rendah dan signifikan ($r=0,245$). Dan untuk kepribadian *big five* dengan motivasi terdapat hubungan rendah dan signifikan antara kepribadian *extraversion*, *agree* dan motivasi ($r=0,396$), ($r=0,275$), hubungan tingkat sedang dan signifikan antara *openness* dan motivasi ($r=0,532$) dan tidak terdapat hubungan antara *conscientiousness*, *neuroticism* dengan motivasi.

Kata Kunci : Kepribadian *Big Five*, Motivasi, OCB.

ABSTRACT

Sulastri Muktiawarni Lubis. (0800589). The Relation Big Five Personality, Motivation, and Organizational Citizenship Behavior of Employee X Hospital Bandung. Department of Psychology, FIP UPI. Bandung (2015).

The Purpose of this research are to know description and relation big five personality, motivation and employee organizational citizenship behavior X Hospital Bandung. Quantitative approach is used in this study with descriptive correlational method. The research sample consisted of 104 employee in Bandung. The data was collected using measurement instruments Big Five Inventory (BFI) scale, Theory Of Needs and organizational citizenship behavior scale. The results showed that most of employe 61% have agreeableness personality, 43% have the motivation in moderate and 46% have OCB in moderate. The result of calculation correlation between big five personality and OCB using correlation Spearman Rank indicates that there is significant and low correlation between extraversion personality, extraversion, agreeableness, conscientiousness with OCB ($r=0,259$), ($0,349$), ($0,251$), ($r=0,200$), and there is no correlation between neuroticism personality and OCB. For motivation with OCB there is significant and low correlation ($0=245$). And for motivation and big five personality there is significant and low correlation between extraversion, agree with motivation ($r=0,396$), ($0,275$), significant and moderate correlation between openness and motivation ($r=0,532$), and there is no correlation between conscientiousness, neuroticism with motivation.

Key Words :Big five Personality, Motivation, OCB.