

The Effect of Job Satisfaction with Organizational Citizenship Behavior to Implementing Nurses at Hospital Rsudpariaman Indonesia in 2017

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Abstract:- The nurse has Organizational citizenship behavior (OCB) that greatly needed because OCB involves some behavior, for example behavior helping others, active in activities organization, act that appropriate with procedure and give service to everyone. The aims of this study was to analyze the effect of transformational leadership to organizational citizenship behavior and job satisfaction as mediating variables on nurses implementing in RSUD Pariaman. The sample in this study were 54 nurses implementers. In Choosing the sample in this research used Total Sampling technique. There is a significant influence and positive between variable satisfaction work against OCB (t-statistical test of 5.49). It was expected that nurses at RSUD Pariaman can improve OCB which has been running. OCB owned by nurses and should not be forced, it should grow with their own conscience, it can arise when fellow nurses have strong bound, a good sense of tolerance and low conflicts within the organization. It is expected that the head of the room can change the way the nurse's work to be better by establishing good cooperation and communication to their subordinates and motivating them so that the nurses will be satisfied with the work done.

Keywords:- Job Satisfaction, organizational citizenship behavior.

I. INTRODUCTION

Nurses are the spearhead of whether good or not health services are provided to patients. This is due to the dominant number (50-60%) of all personnel available, and the duty to care and keep the patient for 24 hours a day. Nurses are required to be able to provide first aid to patients with responsiveness without complaining no matter the situations and conditions of employment. Such this demands make the nurse as one of the elements of the hospital in desperate need of behaviors from the *Organizational Citizenship Behavior* (OCB) dimension⁽¹⁾.

II. RESEARCH METHODOLOGY

This research is a correlation research with cross sectional design. The population in this study is all nurses implementing RSUD Pariaman which amounted to 97 people. The samples in this study were 54 nurses. Sampling of this research using *Total Sampling* technique.

III. RESULT OF THE RESEARCH

The results show that a small portion nurses aged 35-40 years (40.7%), sex nurses most of the women 44 nurses (81.5%) and nursing education a small part was Diploma 26 nurses (48.1%).

Direct Effect	Latent Variable Correlation	Path Coefficient	Big Influence (%)	t- Statistics	Keterangan
Job Satisfaction Against OCB	0.735425	0.285031	20.96%	5.495261	Significant and Positive

Table 1:- Effect of Job Satisfaction on Organizational Citizenship Behavior(OCB) (Direct Effect)

Table 1 shows that the t-count value of 5.495261 which is greater than t-table of 2.00 (df = 53), it can be concluded that the one hypothesis accepted" There is a significant and positive influence between job satisfaction variable on *organizational citizenship behavior* (OCB) ".

IV. DISCUSSION

- *The Effect of Job Satisfaction on Organizational Citizenship Behavior(OCB)*

Based on the result of this research got the value of T statistic (5,495261) bigger than t table equal to 2,00 (df = 53) and big influence (20,96%) meaning there is significant and positive influence between job satisfaction variable to

organizational citizenship behavior (OCB). Research conducted by Hasanbasri (2007), suggests that there is a significant positive relationship between job satisfaction with OCB⁽⁴⁾. Even Kelana (2009) argued that job satisfaction is the most dominant variable affecting OCB ⁽⁵⁾.

In a number of literature explains that OCB is an individual behavior that voluntarily performs tasks outside of

its responsibilities and positively impacts the organization or to its group members ⁽⁶⁾. Satisfied employees are more likely to do their work than the required job-description, because they want to reply to their positive work experience ⁽⁷⁾.

V. CONCLUSION

There is a significant and positive influence between job satisfaction variables on organizational citizenship behavior (OCB)

VI. CONFLICT OF INTEREST

No conflict of interest arose in this study

VII. SOURCE OF FINDING

This study was conducted using a source of funds derived from the researcher himself

VIII. ETHICAL CLEARANCE

This study has passed of the medical research ethics of the Dr. M. Djamil Hospital Padang Indonesian.

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