

HUBUNGAN ANTARA WORK-LIFE BALANCE DENGAN ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA TENAGA KEPENDIDIKAN NON ASN DI KANTOR PUSAT UNIVERSITAS DIPONEGORO

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan *work-life balance* dengan *organizational citizenship behavior* pada tenaga kependidikan non ASN di kantor pusat Universitas Diponegoro. *Work-life balance* merupakan persepsi individu terhadap kemampuannya untuk mengelola waktu dan peran secara seimbang antara tuntutan pekerjaan dan kebutuhan pribadi sehingga keduanya dapat berjalan harmonis tanpa menimbulkan tekanan yang berlebihan. *Organizational citizenship behavior* adalah perilaku kerja individu yang dilakukan secara sukarela dan tidak mendapatkan imbalan secara formal dalam mengedepankan kepentingan organisasi dan bersedia melakukan pekerjaan di luar tugas pokok yang menjadi tanggung jawabnya yang dapat tercerminkan dari lima aspek berikut pada individu yaitu, perilaku menolong (*altruism*), bekerja melebihi standar (*conscientiousness*), bersikap sopan (*courtesy*), perilaku toleransi (*sportmanship*), dan berpartisipasi aktif (*civic virtue*). *Work-life balance* diukur menggunakan Skala *Work-life Balance* (26 aitem, $\alpha = 0,913$), sedangkan OCB menggunakan Skala *Organizational Citizenship Behavior* (29 aitem, $\alpha = 0,892$). Penelitian melibatkan 121 pegawai tenaga kependidikan non ASN di kantor pusat Undip sebagai subjek yang dipilih berdasarkan teknik *purposive sampling*. Analisis regresi linier sederhana menjelaskan bahwa terdapat hubungan positif antara *work-life balance* dan *organizational citizenship behavior* pada pegawai ($r_{xy} = 0,399$; $p = 0,001$ ($p < (0,05)$)). Hubungan positif antarvariabel ini mengindikasikan bahwa ketika pegawai mendapatkan tingkat *work-life balance* yang tinggi maka *organizational citizenship behavior* yang ditunjukkan juga akan tinggi, begitu pula sebaliknya. *Work-life balance* memberikan sumbangan efektif terhadap OCB sebesar 15,9%, sisanya 84,1% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata kunci: *work-life balance*, *organizational citizenship behavior*, tenaga kependidikan non ASN

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN NON ASN EDUCATION PERSONNEL AT THE HEADQUARTERS OF DIPONEGORO UNIVERSITY

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ABSTRACT

This study aims to determine the relationship between work-life balance and organizational citizenship behavior among non-ASN (non-civil servant) educational staff at the central office of Diponegoro University. Work-life balance refers to an individual's perception of their ability to manage time and roles in a balanced manner between work demands and personal needs, allowing both to function harmoniously without causing excessive stress. Organizational citizenship behavior is an individual's voluntary work behavior that is not formally rewarded, prioritizing the interests of the organization and being willing to perform tasks beyond their primary responsibilities. This behavior is reflected in five aspects of the individual: helping behavior (altruism), working beyond the standard (conscientiousness), politeness (courtesy), tolerance behavior (sportsmanship), and active participation (civic virtue). Work-life balance was measured using the Work-life Balance Scale (26 items, $\alpha = 0.913$), while OCB was measured using the Organizational Citizenship Behavior Scale (29 items, $\alpha = 0.892$). The study involved 121 non-ASN educational staff at the central office of Diponegoro University as subjects selected through purposive sampling. Simple linear regression analysis revealed a positive relationship between work-life balance and organizational citizenship behavior among employees ($r_{xy} = 0.399$; $p = 0.001$ ($p < 0.05$)). This positive relationship between variables indicates that when employees achieve a high level of work-life balance, the organizational citizenship behavior they exhibit will also be high, and vice versa. Work-life balance contributes 15.9% to OCB, while the remaining 84.1% is influenced by other variables not examined in this study.

Keywords: *work-life balance*, *organizational citizenship behavior*, non-ASN educational staff