

ABSTRACT

Mahmudah, Ainun. 2013. "The Relationship of Organizational Climate with Organizational Citizenship Behavior of Permanent Lecturer who has been Certified in State Islamic University Maulana Malik Ibrahim (UIN Maliki) Malang". Thesis, Faculty of Psychology UIN Maliki Malang.

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Positive behavior lecturer in performing his role becomes important topics for organizations in achieving their education goals. One of the factors that influence the behavior of the organization is the organizational climate. Positive organizational climate generate comfort and job satisfaction, improve morale and motivation within the lecturers to bring organizational citizenship behavior, which organizational citizenship behavior is an optimal contribution lecturer beyond his role in achieving organizational goals. As someone who has been recognized professionalism through certification program and is supported by a positive organizational climate should already certified lecturer at UIN Maliki Malang able to contribute optimally match the capacity and competence. Organizational citizenship behavior is a behavior that is very much appreciated when performed by lecturers while there was no formal description for improving the effectiveness and viability of the organization.

Based on the above research aims to: (1) determine the organizational climate in UIN Maliki Malang, (2) determine organizational citizenship behavior on lecturer who has been certified in UIN Maliki Malang, (3) determine the relationship of organizational climate with organizational citizenship behavior of permanent lecturer that has been certified in UIN Maliki Malang.

This study used quantitative research paradigm, and what kind of research is correlational research. The sample used researchers that 25% of 255 lecturers (N=60). Data collection methods in this study using the questionnaire. Questionnaire consisted of two questionnaires, namely the organizational climate questionnaire consisting of 28 items and the organizational citizenship behavior questionnaire consisting of 24 items. Analysis technique used is the product moment analysis.

Based on the analysis of the study obtained the following results: 15% lecturers assess existing organizational climate very conducive, 70% lecturers assess existing organizational climate off conducive, and 15% of lecturers assess existing organizational climate less conducive. For the lecturers organizational citizenship behavior get results 18,33% to have high lecturers organizational citizenship behavior, 58,33% to have middle lecturers organizational citizenship behavior, and 23,33% to have low lecturers organizational citizenship behavior. From the correlation test using SPSS 15 obtained results correlation coefficient (r_{xy}) between organizational climate to lecturers organizational citizenship behavior is 0.639 with a chance of error (p) = 0.000 at significant level of 0.05. This shows that the acceptance of the hypothesis (H_a), which reads: "There is a positive relationship of organizational climate with organizational citizenship behavior of permanent lecturer who has been certified in UIN Maliki Malang, where progressively conducive organizational climate, hence excelsior also lecturers organizational citizenship behavior".