The Effectof PersonalityandOrganizational Climateon Organizational Citizenship Behavior(OCB) EmployeesCargoin Jakarta

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ABSTRACT: This research isabout the influence of personality and organizational climate onOrganizational Citizenship Behavior (OCB) at cargo company.The data used is a primary data obtained through the distribution of questionnaires. Population and sample used in this research is 75 employees who work incompany cargo Jakarta . The ,methode of sampling used is saturated sampling methods in which all members of the population are sampled. The result of partial test (t-test) showed that personality have significant effect to Organizational Citizenship Behavior (OCB) with value 4,621 $t_{count} > t_{table}$1,993 whereas there is no significant influence from organization climate to Organizational Citizenship Behavior (OCB) with value 1,112 $t_{count} < t_{table}$1,993 and based on joint test (F-test) personality and organizational climate have significant effect on Organizational Citizenship Behavior (OCB) with count 10,532 $F_{count} > F_{table}$ 3.12.
KEYWORDS : Personality, Organization Climate, Organization Citizenship Behavior (OCB)

I. INTRODUCTION

1.1 Background

The main focus of human resource management in improving the effectiveness of the company is the behavior of human resources (HR) in the work. Effectiveness of a company can be seen from the interaction of work at the level of individual, group, and organizational systems that produce human output that has a low absenteeism, low employee turnover, lack of deviant behavior in the organization, the achievement of job satisfaction, also Organizational Citizenship Behavior (OCB) (Robbins & Judge, 2008).

Organizational Citizenship Behavior (OCB) is an optional behavior that is not part of an employee's formal employment task, but it supports the functioning of the organization effectively (Robbins & Judge, 2008).In terms of creating Organizational Citizenship Behavior (OCB) personality and organizational climate factors are very influential. Personality shapes the behavior of every individual within an organization. Personality is the whole way in which an individual reacts and interacts with others. The organizational climate will determine whether one can perform tasks and responsibilities according to procedure or not (Brahmana&Sofyandi, 2007). Furthermore, Luthans (1998) explains that the organizational climate is the internal environment of the organization. Organizational climate affects Human Resources practices and policies in organization.

1.2 Problem Formulation

Based on the above background, then the main problem in this research can be formulated as follows:
1. Does personality effect toorganization citizenship behavior on employees cargo company in Jakarta ?
2. Doesorganizational climateeffect to organization citizenship behavior on employees cargo company in Jakarta?
3. Doespersonality andorganizational climate effect simultaneous to organization citizenship behavior on employees cargo company in Jakarta?

1.3 Research Objectives

Th objective achieved in this research are as follows:
1. To know personality affect to organization citizenship behavior on employees cargo company in Jakarta

2. To know Organizational Climate affect to Organization Citizenship Behavior on employees cargo company in Jakarta
3. To know Personality and Organizational Climate affect simultaneous to Organization Citizenship Behavior on employees cargo company in Jakarta.

II. LITERATURE REVIEW

2.1 Theoritical Review

1. Personality

According to Costa and McCrae (1980) there are five dimension of personalitydeterminants are Extraversion,Agreeableness, Conscientiousness, Neuroticism and Openness to Experience.
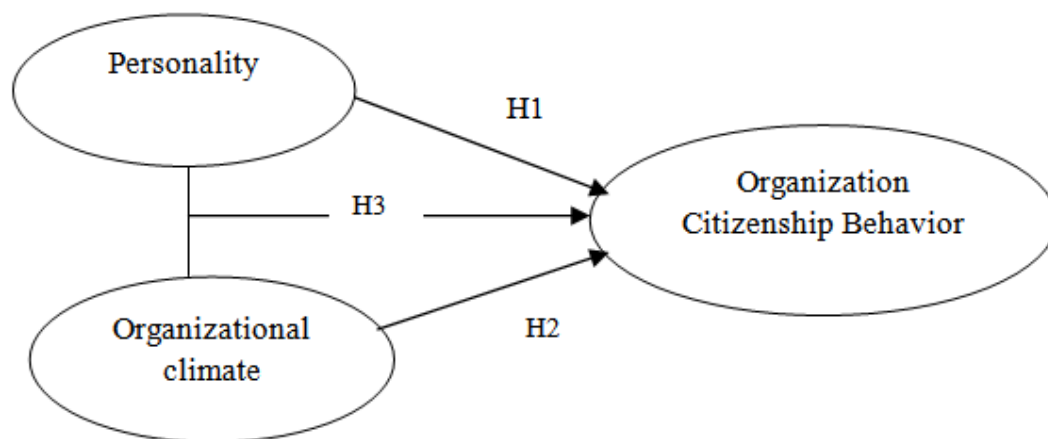
2. Organizational Climate

According to Litwin and Stringer (1968) there are five dimension of Organizational climates determinants are . Responsibility, Identity,Warmth, Support and Conflict

3.Organization Citizenship Behavior

According to Schultz (2006:249) there are five dimension of organizational Citizenship Behavior determinants are *Altruism, Conscientiousness,Civic virtue*, *Courtesy and Sportmanships*

2.2 Conceptual Framework

1.4 Hypothesis

Based on the formula of the problem can be formulated hypotesis as follows :

H1 : Personality affect to organization citizenship behavior on employees cargo company in jakarta

H2 : Organizational climate affect to organization citizenship behavior on employees cargo company in jakarta

H3 :Personality and organizational climate affect simultaneous to organization citizenship behavior on employees cargo company in jakarta

III. RESEARCH METHOD

a. Research Design

This research is a catagorized of quantitative research. because the result of variable measurement is operated by using instrument and this research is descriptive quantitative that is explain the relationship between variables by analyzing numerical data (number) using statistical method through hypothesis testing.

b. Population and Sample

In this study the population is all employees of PT.Afindo Prima Utama that is as many as 75 people. PT. Afindo Prima Utama is one of cargo company in jakarta. This research used all member of the population to be sampled (saturated samples).

c. Data Collection Technique

In this research data collection is done by using questionnaire method.

d. Data Analysis

Data analysis in this research is validity test, reliability test , classic assumption test and hypothesis test by t $_{test}$ and F$_{test}$

IV. RESULT AND DISCUSSION

4.1 Test Instrument Research
a. Reability test
Reability test is measured by cronbach's alpha (α) statistical test. A variable is said to be reliable if it gives a value of cronbach 'alpha> 0.60.

Table 1. Reliability test

Reliability Statistics		
Variable	Cronbach's Alpha	N of Items
Personality	0,687	10
Organizational climate	0,690	6
Organization Citizenship Behavior	0,690	6

Sources : Result of SPSS data

b. Validity test
A Item Question or Indicator to be valid if Corrected Item Total Correlation (r_{count}) is greater than rr_{table} and in this research r_{table} 0.190.

Table 2. Validity test

Variable	Item	r_{count}	r_{tabel}	Information
Personality (X1)	K1	0,469	0,190	Valid
	K2	0,275	0,190	Valid
	K3	0,493	0,190	Valid
	K4	0,322	0,190	Valid
	K5	0,267	0,190	Valid
	K6	0,285	0,190	Valid
	K7	0,460	0,190	Valid
	K8	0,344	0,190	Valid
	K9	0,288	0,190	Valid
	K10	0,404	0,190	Valid
Organizational Climate (X2)	K11	0,381	0,190	Valid
	K12	0,365	0,190	Valid
	K13	0,346	0,190	Valid
	K14	0,529	0,190	Valid
	K15	0,368	0,190	Valid
	K16	0,532	0,190	Valid
Organization Citizenship Behavior (Y)	K17	0,387	0,190	Valid
	K18	0,349	0,190	Valid
	K19	0,373	0,190	Valid
	K20	0,450	0,190	Valid
	K21	0,556	0,190	Valid
	K22	0,215	0,190	Valid

Source: Result of SPSS data
4.2 Classic Asumption Test
a. Normality test
Normality test aims to determine the normal or not a distribution. Normality test in this research using One Sample KolmogorovSmirnovtest.The result of spss data is shown in table 3 which can be interpreted that the data in this study is normally distributed because of Asymp.Sig value. (2-tailed)> 0.05.

Table 3. Normality test

		OCB	Personality	Organizational Climate
N		75	75	75
Normal Parameters[a,b]	Mean	38,880	40,040	38,560
	Std. Deviation	,47076	,34658	,54926
Most Extreme Differences	Absolute	,131	,118	,108
	Positive	,094	,118	,087
	Negative	-,131	-,065	-,108
Kolmogorov-Smirnov Z		1,139	1,021	,937
Asymp. Sig. (2-tailed)		,150	,248	,344

Source : Result of SPSS data

b. Multicollinearity Test

Multicollinearity test aims to test whether the regression model found a correlation between independent variables. To know whether or not multicolinearity in a regression model is seen from the VIF (Variance Inflating Factor). If VIF <10 levels of cholinearity can be tolerated.

Table 4. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
Personality	,920	1,087
Organizational Climate	,920	1,087

Source : Result of SPSS data

1.5   Hypothesis Testing

a.   Correlation Coefficient Test (R)

Test R aims to determine whether between two or more variables there is a relationship, and if there is a relationship how the relationship direction, and how much (strong) relationship.

Tabel 5. Correlation Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,476[a]	,226	,205	,41978
Dependent Variable : Organization Citizenship Behavior				

Source : Result SPSS data

From result obtained known that R = 0,476. Mean relationship between Personality variable (X1), Organizational Climate (X2) and OCB (Y) is 0,476. This shows a moderate relationship between the variables X1, X2 and Y.

b.   Regression Test

Regression analysis is an analysis to know how big influence of independent variable to dependent variable. Personality and Organizational climate are independent variables. Organizational Citizenship Behavior is a dependent variable.

Tabel 6. Regression Test X1 ⟶Y

Model Regression	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1,301	,562		2,315	,023
Personality	,646	,140	,476	4,621	,000

Source : Result SPSS data

Tabel 7. Regression Test X2⟶Y

Model Regression	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3,461	,387		8,935	,000
Organizational Climate	,111	,099	,129	1,112	,270

Source : Result SPSS data

Tabel 8. Regression Test X1,X2⟶ Y

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	3,712	2	1,856	10,532	,000[a]
Residual	12,687	72	,176		
Total	16,399	74			

Source : Result SPSS data

c.   Signficance of hypothesis Test

Tabel9. Hypotesis Test result

Influence	t_{count} / F_{count}	t_{table} / F_{tabel}	Significant	Information
X1 → Y	4.621	1.993	0.000	Significant
X2 → Y	1.112	1.993	0.270	Not significant
X1,X2 →Y	10.532	3.12	0.000	Significant

Source : Result SPSS data

V.   CONCLUSION

5.1 Conclusion
Based on the result and disscusion chapter, then this research can be summarized as follows :
1.   Personality has a significant affect andpositive affect to organization citizenship behavior on employees cargo company in Jakarta.
2.   Organizatioanal Cimate has a not significant and positive affect to organization citizenship behavior on employees cargo company in Jakarta.
3.   Personality and organizational climate has a significant affect and positive affect to organization citizenship behavior on employees cargo company in Jakarta.
4.   The contribution of personality and organizational climate to Organizational Citizenship Behavior on employees cargo company is low because it is only 22.6%   and 77.4% is influenced by other factors outside this research.

5.2 Recommendations
From the results ofthis study would researchers can provide suggestions,including as follows:

1.For the next researcher to be able to research with other variables outside of this variable (personality and organizational climate) in order to obtain more varied results that can describe what things can affect the Organizational Citizenship Behavior (OCB) because based on research results independent variables studied contributed only 22.6% means that there is still a contribution of 77.4% of other factors outside of the study and it is expected that researchers can expand the object of research by using larger samples for results can be generalized and more accurate.

2. for management in a cargo company is suggested to evaluate company policies, selecting and recruiting new employees to focus on better by doing a personality test.

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