

ABSTRAK

HUBUNGAN *EMPLOYEE WELLBEING* DENGAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* KARYAWAN DI TEMPAT KERJA SERTA TINJAUANNYA DALAM ISLAM

Dilaksanakannya *work form office* (WFO) setelah meredanya pandemi Covid 19 telah membawa perubahan pada perilaku dan prioritas karyawan. Perubahan perilaku karyawan lebih menerapkan protokol kesehatan, seperti memakai masker, dan menerapkan *social distancing*. Karyawan lebih mementingkan kesejahteraan dalam bekerja dibandingkan dengan faktor lain seperti gaji dan tunjangan. Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara *employee wellbeing* dengan *organizational citizenship behavior* pada karyawan. Penelitian ini merupakan penelitian kuantitatif dengan jumlah partisipan 70 karyawan dengan teknik pengambilan data *accidental sampling*. Alat ukur yang digunakan dalam penelitian ini adalah *employee wellbeing Scale* untuk mengukur *employee wellbeing* (EWB) dan *organizational citizenship behavior Scale* untuk mengukur *organizational citizenship behavior* (OCB). Hasil penelitian menemukan *Psychological wellbeing* mempunyai hubungan yang signifikan dengan *organizational citizenship behavior towards individuals* (OCBI) dan *organizational citizenship behavior towards organization* (OCBO), *workplace wellbeing* mempunyai hubungan yang signifikan terhadap OCBI, namun tidak memiliki hubungan yang signifikan terhadap OCBO, pada dimensi *life wellbeing* tidak terdapat hubungan yang signifikan terhadap OCBI maupun OCBO. Dalam perspektif Islam *employee wellbeing* mempunyai hubungan dengan *organizational citizenship behavior*. Hasil penelitian ini dapat menjadi referensi untuk memperhatikan *employee wellbeing* untuk meningkatkan *organization citizenship behavior* pada karyawan.

Kata kunci : karyawan, *employee wellbeing*, *organizational citizenship behavior*, pandangan islam.

ABSTRACT

THE RELATIONSHIP BETWEEN EMPLOYEE WELLBEING AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF EMPLOYEES IN THE WORKPLACE AND REVIEW IN ISLAM PERSPECTIVE

The implementation of the work from office (WFO) after the cessation of the Covid 19 pandemic has brought changes to employee behavior and priorities. Changes in employee behavior implementing health protocols, such as wearing masks, and implementing social distancing. Employees more concerned with welfare at work compared to other factors such as salary and benefits. The purpose of this study was to determine the relationship between employee wellbeing and organizational citizenship behavior among employees. This research is a quantitative study with the number of participants 70 employees with accidental sampling data collection technique. The measurement tools used in this study are the employee welfare scale to measure employee wellbeing (EWB) and the organizational citizenship behavior scale to measure organizational citizenship behavior (OCB). The results of the study found that psychological Wellbeing (PWB) had a significant relationship with organizational citizenship behavior towards individuals (OCBI) and organizational citizenship behavior towards organization (OCBO), workplace wellbeing (WWB) had a significant relationship with OCBI, but did not have a significant relationship with OCBO, on the life wellbeing (LWB) dimension there is no significant relationship to OCBI and OCBO. In the Islamic perspective, employee wellbeing has a relationship with organizational citizenship behavior. The results of this study can be used as a reference for paying attention to employee wellbeing in order to improve organizational citizenship behavior among employees.

Keywords : *employees, employee wellbeing, organizational citizenship behavior, Islamic perspective.*