

Dampak Kecerdasan Emosional, Disiplin Kerja dan Keselamatan dan Kesehatan Kerja (K3) terhadap Organizational Citizenship Behavior (OCB) dan Produktivitas Kerja Karyawan Bagian Operasional PT Jati Luhur Agung Semarang

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kecerdasan emosional (X1), disiplin kerja (X2), keselamatan dan kesehatan kerja (X3) terhadap organizational citizenship behavior (Y1) dan dampaknya terhadap produktivitas kerja (Y2) karyawan PT Jati Luhur Agung Semarang.

Responden dalam penelitian ini adalah karyawan bagian operasional PT Jati Luhur Agung Semarang. Data dianalisis menggunakan alat analisis statistik induktif dengan teknik analisis Structural Equation Modeling (SEM) menggunakan program AMOS 22. Teknik pengambilan sampel menggunakan simple random sampling. Jumlah responden 150 orang. Jenis datanya adalah primer dengan metode pengumpulan data menggunakan kuesioner.

Penelitian ini menunjukkan hasil: (1) Kecerdasan emosional berpengaruh positif dan signifikan terhadap Organizational Citizenship Behavior (OCB); (2) Disiplin kerja berpengaruh positif dan signifikan terhadap Organizational Citizenship Behavior (OCB). (3) Keselamatan dan kesehatan kerja (K3) berpengaruh positif dan signifikan terhadap Organizational Citizenship Behavior (OCB); (4) Organizational Citizenship Behavior (OCB) berpengaruh positif dan signifikan terhadap produktivitas kerja; (5) Kecerdasan emosional berpengaruh positif dan signifikan terhadap produktivitas kerja; (6) Disiplin kerja berpengaruh positif dan signifikan terhadap produktivitas kerja; dan (7) Keselamatan dan Kesehatan Kerja berpengaruh positif dan signifikan terhadap produktivitas kerja.

Kata Kunci : kecerdasan emosional, disiplin kerja, keselamatan dan kesehatan kerja, organizational citizenship behavior, produktivitas kerja

The Impact of Emotional Intelligence, Work Discipline And Occupational Health and Safety (K3) on Organizational Citizenship Behavior (OCB) and Employee Productivity of Operations Department in PT Jati Luhur Agung Semarang

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ABSTRACT

The research is to describing the effect of emotional intelligent (X1), work discipline, occupational health and safety (X3) on organizational citizenship behavior (Y1), and the impact on employee productivity (Y2) of the employees PT Jati Luhur Agung Semarang.

The respondents in this research are the employees of operations department in PT. Jati Luhur Agung Semarang. The data are analyzed by inductive statistic analysis and Structural Equation Modeling (SEM) technique using AMOS 22. The Sampling technique is simple random sampling. The respondents are 150 people. The data type is primary and the data collection method using questionnaires.

The research results are : (1) Emotional intelligence effects positively and significantly on Organizational Citizenship Behavior (OCB); (2) Work disipline effects positively and significantly on Organizational Citizenship Behavior (OCB); (3)Occupational health and safety (K3) effects positively and significantly on Organizational Citizenship Behavior (OCB); (4) Organizational Citizenship Behavior (OCB) effects positively and significantly on employee productivity; (5) Emotional intelligence effects positively and significantly on employee productivity; (6) Work discipline effects positively and significantly on employee productivity, (7) occupational health and safety effects positively and significantly on employee productivity.

Keyword : emotional intelligence, work discipline, occupational health and safety, organizational citizenship behavior, employee productivity.