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The Relationship Between Work Involvement and Organizational Climate with OCB in State Civil Apparatus at the Department of Health Limapuluh Kota Regency

*Mona Gusfira[1], Aldri Frinaldi[2], Rembrandt[3], Dasman Lanin[2], Genius Umar[1]

[1]Doctoral Program of Environmental Science, Postgraduate School – Universitas Negeri Padang
[2]Department of State Administration Science, Faculty of Social Science – Universitas Negeri Padang
[3]Department of Law Science, Faculty of Law – Universitas Andalas
*E–mail: mona108@rocketmail.com

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ABSTRACT

The background of this research is from an initial survey conducted on Monday, December 19, 2016 at the Limapuluh Kota Regency Health Office, the results showed that there were employees who lacked Organizational Citizenship Behavior (OCB) behavior. This study aims to determine the relationship between OCB in the State Civil Apparatus (ASN) of the Limapuluh Kota Regency Health Office with work involvement and organizational climate. The research sample consisted of 93 civil servants at the Limapuluh Kota Regency Health Office, with the sampling technique calculated using the Yamane formula in Slovin. Multiple Regression Analysis is a data analysis method used in this study. The research results reveal that on the work involvement variable (X_1) with a significance level of 95% ($\alpha = 0.05$) and a significant number (*P-value*) of 0.000 <0.05, then H_0 is rejected or it means the work involvement variable (X_1) has a significant influence on OCB (Y). While the organizational climate variable (X_2) has a significant level of 95% ($\alpha = 0.05$) and a significant number (*P-value*) of 0.004 <0.05, then H_0 is rejected or it means the organizational climate variable (X_2) has a significant influence on OCB (Y). And the results of the *F-test* were 42.067 with a significance figure (*P-value*) of 0.000, with a significance level of 95% ($\alpha = 0.05$) and a significant figure (*P-value*) of 0.000 <0.05, then H_0 was rejected or it means variable work involvement (X_1), and organizational climate (X_2) has a significant influence simultaneously on OCB variables (Y). This study also shows that work involvement (X_1) and organizational climate (X_2) can explain the dependent variable OCB (Y) of 47.2%, while the remaining 52.8% is explained by other factors not examined.

Keywords: OCB, Work Involvement, Organizational Climate, Civil Apparatus, Limapuluh Kota.

INTRODUCTION

Public service providers are defined as civil servants or state apparatus based on Law No. 5/2014 or also called the State Civil Apparatus (ASN), whose job is to provide public services to ensure the welfare of the community. For a company to continue to operate and survive in the face of changing times, strong and qualified human resources are needed to survive, develop and compete (Akib et al., 2019).

According to Waspodo & Minadaniati (2012), an organization's human resources play an important role in achieving its goals because, without strong human resources, it will be difficult to do so. An organization must change its mindset so that employees are no longer seen as a liability but as an asset to mitigate problems. If this is achieved, there will be strong communication and cooperation between the leadership of the organization and its employees. Meanwhile, according to Wirawan et al (2013), OCB is influenced by various

factors, including personality, organizational climate, job satisfaction, organizational commitment, transformational leadership and servant leadership, employee social responsibility, employee age, work involvement, collectivism, and organizational justice.

Based on the initial survey conducted on Monday, 19 December 2016, it was found that several employees did not have OCB. The results of the open questionnaire show that there are differences in OCB in several fields and sections. For example, there are still employees who come to work late (37.8%) and some who, if they are not present and do not report, go straight home from work (31.1%). Some employees have not been allowed to take part in training programs for OCs. Based on the results of observations and interviews from one of the Division Heads, namely Mrs. R, it is known that there are still many employees who experience overload in their work and only a few other employees who want to help or cooperate. Once decisions are made, employees will want to work, and some will complain if their boss asks them to perform tasks unrelated to their job obligations. Other workers only carry out their duties while following directions from their superiors; In other words, they don't have the initiative to do additional tasks or go beyond their main responsibilities.

The next thing to learn from this research is to find out whether there is a relationship between work involvement and OCB in the State Civil Apparatus of Limapuluh Kota Regency Health Office, whether there is a relationship between organizational climate and OCB in the State Civil Apparatus of Limapuluh Kota Regency Health Office, whether there is a relationship between work involvement and organizational climate with OCB in the State Civil Apparatus of the Limapuluh Kota Regency Health Office.

METHODS

The study was conducted on 93 civil servants at the Health Office of Lima Puluh Kota Regency, with the sampling technique being total sampling. The research method used was quantitative. A scaling approach using a Likert scale was used in this study to collect data. Product moment analysis method Pearson's raw number formula is used in this study to validate the scale by calculating the correlation coefficient between each item and the overall score (Hadi, 2002; Widodo et al., 2021). Both gauges undergo reliability checks. On a Likert-style test scale, the Cronbach Alpha method is a widely used and popular approach. The relationship between work involvement and perceptions of organizational climate on OCB was tested using the data analysis method, namely multiple regression analysis.

RESULTS AND DISCUSSION

The research was conducted from March 20 2017 to March 27 2017 in the state civil apparatus of the Limapuluh Kota Regency Health Office. Furthermore, on March 29 2017 a check was carried out as well as scoring the scale that had been collected and on April 3 2017, it was continued data processing using the SPSS program. This study uses an exploitative trial system, meaning that the data collected during the scale trial is reused as data for hypothesis testing. Administrative preparation is part of the research process and involves administering informal research cover letters and research licenses. Making

research measuring instruments is also included in the preparation of this study.

3.1 Assumption Test

3.1.1 Distribution normality test

A normality test is a form o*F-test*ing the normality of data distribution. The normality test is used to determine whether the residuals studied are normally distributed or not. To test whether the data distribution is normal or not, you can do it by looking at the normal probability plot graph and the Kolmogrov-Smirnov test. If the data spread around the line and follows the direction of the diagonal line, the regression model meets the normality assumption, but if the data spreads away from the diagonal line and/or follows the direction of the diagonal line, the regression model does not meet the normality assumption. The normal probability plot graph is shown in the following Fig 1 below.

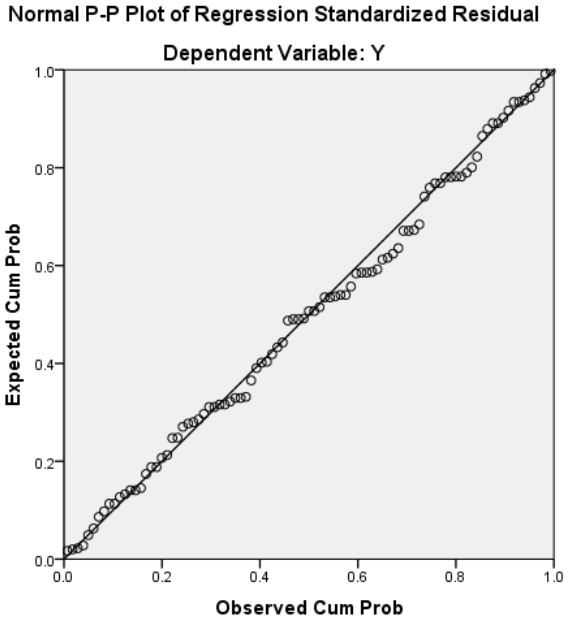

Figure 1. Graph of normal *probability plots*

In Fig 1 above it can be seen that the normal probability plot graph shows a normal graphic pattern. This can be seen from the dots that spread around the line diagonally and spread along the diagonal line. Therefore can it can be concluded that the regression model is feasible because it meets the assumption of normality.

Table 1. Kolmogorov Smirnov normality test results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		93
Normal Parameters [a,b]	Means	.0000000
	std. Deviation	7.29936108
Most Extreme Differences	absolute	052
	Positive	052
	Negative	-.036
Test Statistics		052
asymp. Sig. (2-tailed)		.200 [c,d]

Based on the Kolmogorov Smirnov test in the table above, it is found that the Asymp Sig. (0.200) is greater > α (0.05) so it can be concluded that the data used is normally distributed.

3.1.2 Relationship linearity test

The linearity test of the relationship aims to find out how closely the independent variables are related. A linearity test can be used to determine whether the independent variable with the dependent variable can be examined correlatively or not. The findings of the analysis indicate that there is a linear relationship between OCB and the independent variables (work involvement and organizational climate). Declared to have a degree of linear association if p 0.050 is a requirement (Hadi & Pamardiningsih, 2000).

Table 2. Summary of relationship linearity test calculation results

Correlational	*F-Different*	*p-Different*	Information
X_1 – Y	70,318	< 0.001	linear
X_2 – Y	33,493	< 0.001	linear

3.2 Multiple Linear Regression Model Results

In this study, there are three variables, of which two variables are independent variables, namely, work involvement (X_1), and organizational climate (X_2), and the dependent variable, namely OCB (Y). This multiple linear regression analysis aims to be able to solve the relationship problem of the independent variable and the dependent variable.

Table 3. Multiple linear regression model results

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	t	Sig.
1	(Constant)	13,536	6,496		2,084	040
	X_1	.759	.105	.578	7.196	.000
	X_2	.179	.060	.240	2,987	.004

a. Dependent Variable: Y

Based on the table above, the multiple linear regression equation is obtained as follows:

$$\boldsymbol{Y = 13.536 + 0.759\,X_1 + 0.179\,X_2 + e}$$

The above equation can be explained as follows: 1) Based on the results of the regression equation above, a constant value of 13.536 is obtained. This means, if the condition of the variable work involvement (X_1) and organizational climate (X_2) is considered constant, then the variable OCB (Y) is 8.351; and 2) The regression coefficient value on work involvement (X_1), and organizational climate (X_2) is positive so it can be said that the variable work involvement (X_1), and organizational climate (X_2) has a positive relationship to the variable OCB (Y), It means that if work involvement (X_1), and organizational climate (X_2) experience an increase in a one-unit variable, resulting in OCB (Y) also increases by the value of the regression coefficient.

3.3 Coefficient of Determination

The coefficient of determination (R^2) is carried out to see whether there is a perfect relationship or not, which is indicated by whether changes in the independent variable will be followed by the dependent variable in the same proportion. This test is done by looking at the value of *R-Square* (R^2). The coefficient of determination is between 0 and 1. Furthermore, the small R^2 value means that the ability of the independent variables to explain the variation in the dependent variable is very limited. Values close to 1 mean that the independent variables provide almost all the information needed to predict the dependent variable. The value used in this study is the *R-Square* value because this value can increase or decrease if one independent variable is added to the model being tested. Adjusted *R-Square* values can be seen in the following Table 4 below.

Table 4. The results of the coefficient of determination

Summary Model [b]

R	*R-Square*	Adjusted *R-Square*
.695 [a]	.483	.472

a. Predictors: (Constant), X_2, X_1
b. Dependent Variable: Y

Based on Table 4 it can be seen that the Adjusted *R-Square* value is 0.472 or 47.2%. This can be interpreted that the independent variable can explain the dependent variable OCB (Y) of 47.2%, while the remaining 52.8% is explained by other factors not examined.

3.4 Hypothesis test

3.4.1 Simultaneous Test (F)

The *F-test* in this study is a test conducted to determine the relationship between the independent variables and the dependent variable, whether the variable work involvement (X_1) and organizational climate (X_2) influence simultaneously (together) on the dependent variable OCB (Y). The results of the *F-test* in this study can be seen in Table 5 below.

Table 5. Simultaneous test results (Test F)

ANOVA [a]

Sum of Squares	df	Mean Square
4582307	2	2291.154
4901822	90	54,465
9484.129	92	

a. Dependent Variable: Y
b. Predictors: (Constant), X_2, X_1

Based on Table 5 from the results of the *F-test* in this study, the calculated *F-value* was 42.067 with a significance figure (*P-value*) of 0.000. With a significance level of 95% (α = 0.05). Significance figure (*P-value*) of 0.000 <0.05. Based on this comparison, H_0 is rejected or means variable work involvement (X_1), and organizational climate (X_2) have a significant influence simultaneously on OCB variables (Y).

3.4.2 Partial Test (t)

The t-test in this study aims to test the significance or not of the relationship between the independent variables work involvement (X_1) and organizational climate (X_2) with the dependent variable OCB (Y). The results of the t-test in this study can be seen in the following Table 6 below.

Table 6. Partial test results (t-test)

Coefficients [a]

Unstandardized Coefficients		Standardized Coefficients	
B	std. Error	Betas	t
13,536	6,496		2,084
.759	.105	.578	7.196
.179	.060	.240	2,987

a. Dependent Variable: Y

Based on table 6, the hypothesis of the t-test results is obtained as follows.

1. Involvement variable (X_1)
   H_0: $\beta = 0$, work involvement variable (X_1) does not have a partially significant effect on the OCB variable (Y).
   H_0: $\beta \neq 0$, work involvement variable (X_1) has a partially significant effect on OCB (Y).
   In the work involvement variable (X_1) with a significance level of 95% ($\alpha = 0.05$). Significance figure (*P-value*) of 0.000 <0.05. Based on this comparison, H_0 is rejected or it means that the work involvement variable (X_1) has a significant influence on OCB (Y).
2. Organizational climate variable (X_2): Organizational climate variable (X_2) does not have a partially significant effect on OCB (Y).
   H_0: $\beta \neq 0$, organizational climate variable (X_2) has a partially significant effect on OCB variables (Y).
   In organizational climate variable (X_2) with a significance level of 95% ($\alpha = 0.05$). Significance figure (*P-value*) of 0.004 <0.05. Based on this comparison, H_0 is rejected or it means the organizational climate variable (X_2) has a significant influence on OCB (Y).

3.5 Results of Calculation of Hypothetical Mean and Empirical Mean

Table 7. Results of calculation of hypothetical average value and empirical average value

Variable	Average Value		Description
	Hypothetical	Empirical	
OCB	70	70,90	Classified as Moderate
work engagement	52.5	54,24	Classified as Moderate
organizational climate	87.5	90,70	Classified as Moderate

It can be concluded that the subjects of this study feel work involvement, have perceptions of organizational climate, and are involved in OCB which are moderately categorized based on a comparison of the two above-average values (hypothetical average and empirical average). Thus, it can be said that the research hypothesis is correct. Based on the summary table above, work involvement and OCB have a significant positive relationship, with a correlation coefficient of 0.657 and an effective contribution of 43.2%. Research data also reveals that with a correlation coefficient of 0.431 and an effective

contribution of 18.6%, there is also a very significant positive relationship between organizational climate and OCB. From the research results it is known that the theory put forward is considered valid. Multiple regression studies reveal a substantial positive relationship between OCB, job involvement, and organizational climate. Based on the Freg data of 42.067, the regression coefficient R x $1X_2y$ is 0.695, and the *p-value* is 0.001.

The results of this study are consistent with previous research, which showed a good relationship between OCB and work involvement. In addition, Brown (Mantler & Murphy, 2005) adds that those who have a high level of work involved often offer their help to their team to increase the success of their division in their company. Aldri Frinaldi, Muhamad Ali Embi, and Aziza Bila, 2019 in their research on CHAMPS Culture to Improve Employee Performance found that there is a significant influence of corporate culture on six variables of work culture in improving employee performance at PT Semen Padang. This study also found that other factors affect employee performance. And Aldri Frinaldi, Nora Eka Putri, Jumiati, 2020 in their research The Influence of Work Culture and Work Quality on Service Quality in Limapuluh Kota Regency, West Sumatra.

CONCLUSION

It is hoped that the Limapuluh Kota Regency Health Office will provide even better opportunities for employees to be more involved in their work and give work authority by the authority of each employee based on their position, considering that there is a positive relationship between work involvement and OCB. On the other hand, joint management with members of the Limapuluh Kota Regency Health Office creates a climate and environment that is more comfortable for all parties. Thus, it is hoped that the behavior of OCB of employees can be further improved.

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