Influence Organizational Citizenship Behavior (OCB) on Performance Nurses Public Health Centre in the District Tuban

Miftahul Munir

Chief of Nursing Undergraduate Study Program, Institute of Health Science Nahdlatul Ulama Tuban, Indonesia

Abstract

Organization will successfully when employees not only do their tasks anyway but also want to do duty extra as wants to work, help one another, give advice, participate effectively, giving best services, and want to use time it works effectively but not all an employee with like willingly want to do1. A nurse having organizational behavior citizenship behavior (OCB) the atmosphere than last year in order to have a comfortable so as to cause a working relationship which harmonious in order to increase performance workers to reach organizational goals2.

The study was observational analytic, population nurses public health centre in the district tuban were 24 people, a random sampling of sampling simple. Independent variable organizational citizenship behavior and dependent variable performance nurses and research instruments using sheets kuisioner with data analysis spearman use the rank.

Is the organizational citizenship behavior (OCB) of performance nurse

Keywords: Organization, citizenship, behavior, performance nurse, public health centre.

Introduction

Human resources have a very crucial role in addition to the other. owned organization. An organization can run well and get completely as performance produced by every other component running smoothly and mutually supported3.

One attitude or behavior to improve the performance of nurses in the structure of course behavior that leads to positive things that are known as organizational behavior (OCB) citizenship that is the individual that exceeds demand and the role of. But not all employees voluntarily want to does more their formal task on their job description contains4.

One of the ways to enhance the performance of nurses is by the presence of organizational behavior (ocb citizenship in organization so that it will give rise to the atmosphere a harmonious work5. Hence, very important a nurse having organizational behavior citizenship behavior (OCB) the atmosphere than last year in order to have a comfortable so as to cause a working relationship which harmonious in order to increase performance workers to reach organizational goals6.

Material and Method

This research design of observational analytic, the population is nurses public health centre in the district tuban a total of 24 people, simple sampling technique random sampling. The independent variable citizenship organizational behavior and the dependent variable for the performance of nurses and an instrument the research uses a sheet of the questionnaire was test with data analysis using the spearman rank7.
Findings:

Table 1: The distribution of respondents ocb nurse

<table>
<thead>
<tr>
<th>No.</th>
<th>OCB</th>
<th>f</th>
<th>Prosentase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Height</td>
<td>16</td>
<td>69.6%</td>
</tr>
<tr>
<td>2</td>
<td>Medium</td>
<td>4</td>
<td>17.4%</td>
</tr>
<tr>
<td>3</td>
<td>Low</td>
<td>3</td>
<td>13.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>23</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Based on the table above can be seen from 23 (100%) respondents said that the majority of 16 (69.6%) respondents own high of ocb

Table 2: The Distribution Of Respondent Based On The Nurses

<table>
<thead>
<tr>
<th>No.</th>
<th>Performance nurse</th>
<th>f</th>
<th>Prosentase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Good</td>
<td>12</td>
<td>52.2%</td>
</tr>
<tr>
<td>2</td>
<td>Medium</td>
<td>10</td>
<td>43.5%</td>
</tr>
<tr>
<td>3</td>
<td>Low</td>
<td>1</td>
<td>4.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>23</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Based on the table above can be seen from 23 (100%) respondents said that the majority of 12 (52.2%) respondents have a good performance

Table 3: The influence of organizational behavior citizenship (OCB) on the performance of nurses

<table>
<thead>
<tr>
<th>OCB</th>
<th>Performance Nurse</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Good</td>
<td>Medium</td>
</tr>
<tr>
<td>High</td>
<td>11(68.8%)</td>
<td>5(31.3%)</td>
</tr>
<tr>
<td>Medium</td>
<td>1(25.0%)</td>
<td>3(75.0%)</td>
</tr>
<tr>
<td>Low</td>
<td>0(0.0%)</td>
<td>2(66.7%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>12(52.2%)</td>
<td>10(43.5%)</td>
</tr>
</tbody>
</table>

From the table above it can be seen from 23 (100%) of respondents that almost most of which have ocb high with a good track record in 11 (68.8%) of respondents, having ocb being with the performance of being 3 (75.0%) and that has ocb low with the medium of performance 2 (66.7%)

Based on an analysis by using spss for windows with the spearman rank $\alpha = 0.05$ obtained the $p = 0.005$ value $p < \alpha$ so variable ocb have significant influence on performance a nurse with the correlation was ($r = 0.564$) and direction positive correlation means the higher ocb better performance nurse at work.

Discussion

Behavior identification organizational citizenship (OCB) in nurses: Most of nurses in public health centre in the district tuban having organizational citizenship behavior (OCB) the height. Organizational citizenship behavior (OCB) in generally believed that to achieve excellence must have their individual performance of as high as, because basically individual performance influences the performance as a whole ocb organization is the act of someone out kewajibanya not consider the interests of the himself[8]. This behavior have changed in line how passionate organization on welfare levels individual and appreciation organization against their contribution[9]. The majority of respondents having ocb high, because some aspects of: alturism, civic virtue, conscientiousness, courtesy, sportmanship.OCB also is the unique individual activities in working and is the customs or manners performed voluntarily, no formal is part of the job, and indirectly identified by a system of rewards. So it can be concluded that ocb also called the behavior extra role of concurrent given individual exceeds main function[4].

This research result indicates that there are 16 respondents own ocb high and 3 respondents own ocb low.It is in because the willingness of nurses to take the role of (role) that exceeds a lead role in an organization, so called as behavior any extra roles (extra role).It is to achieve the success of an organization when its members not only working on his main job just, but also want to do extra duty, like the will to cooperate, help each other, provide input into, actively involved, provide service extra, as well as wanting to use the hours are effectively.

Identification performance nurse: Performance is the result of a work or process of an end of a activities. The performance is a motion or action that have been carried out in a conscious geared to achieving a goal or a specific target. The performance was a result of working to the awards by a person or a group of people in accordance with their respective authorities and responsibilities of each party, as forms of businesses in achieving legally organizational goals, not unlawful and in accordance with moral and ethical.

The performance is an illustration of the level of achievement of implementing a program or policy activities in realizing the target, the purpose of, the vision and mission of the organization that was poured through strategic planning an organization .For that reason the performance of individual basically can be influenced by
a number of factors such as the quality of, the quantity, the effectiveness of, timeliness and independence\textsuperscript{12}.

From the research the majority of respondents having a good track record. It was because the performance of supported by a factor of an external and an internal, the internal factor, that is, that deals with the properties of a person. While the external factor that is the factors that influences the performance someone who originated in the neighborhood\textsuperscript{13}.

As behavior, attitude, and the colleague, subordinate or leadership of, work facilities and climate organization. Where factors that might have an impact on working system given by organization or the hospital. Individual ocb influences the performance, and therefore this behavior is leading to the social interaction of members of an organization are more reliable, reducing the conflict, and improve the efficiency\textsuperscript{14}.

The influence of organizational citizenship behavior (OCB) on the performance of nurses: The result of this research is the organizational citizenship behavior (OCB) on the performance of nurses. OCB influential positive and significantly to the performance of individual\textsuperscript{15}. It is anyone had showed that the of individuals having an attitude of my doubts but towards their job of his colleagues or help with the work of his colleagues the more one is high performance general of the agriculture ministry, of individuals having an inclination to favor the relevant organisation s with the role of and decrease the participation in a central organization, of individuals having the level of consciousness of doing things which includes in this data collection referred to the dispatch priorities the presence of the use of the time of work\textsuperscript{13}. The individual had tinggat awareness in working eat, employee performance will be good too individuals having a polite and manners, organization individuals having sportifits in working involving a willingness to tolerate discomfort true and risk jobs without the complaining employees own attitude sportsmanship in working for the good performance these individuals\textsuperscript{16}.

Research conducted by researchers from the data can be proved the organizational citizenship behavior (OCB) by means of distributing the sheets for two times a week. This is evidenced by the results of research of 23 (100) percent of respondents said that almost entirely having ocb high performed well 11 (68.8%), respondents having ocb was with performance and 3 (75.0%) and who has low ocb with performance and 2 (66.7%). This karenakan willingness nurse to take the roles of (role) beyond, primary role in an organization so called as the behavior of the role of extra (extra-role).

It is to achieve the success of an organization when its members not only do, main function of only but also want to do the extra, as a willingness to cooperate,, help each other inform, active, provide service extra, and will want to make use of their working time effectively\textsuperscript{17}.

Conclusion

The influence of organizational behavior citizenship (OCB) on performance tuban public health centre in the district nurse.

Ethical Clearance: Ethical clearance of this study was taken from Ethical Committee of Public Health Faculty Airlangga University, Indonesia.

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Conflict of Interest: There is no conflict of interest in this study.

References

6 Y. Putrana, A. Fathoni, and M. M. Warso, “Pengaruh Kepuasan Kerja dan Komitmen


