

The Effect of Religiosity and Psychological Wellbeing on Organizational Citizenship Behavior

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Abstract. This paper describes the effect of religiosity and psychological wellbeing on organizational citizenship behavior. The research hypothesis is that religiosity and psychological wellbeing have a partial or simultaneous effect on organizational citizenship behavior (OCB). The populations are 34 teachers of senior high vocational school. Data was collected through 3 scales, namely the Religiosity Scale, the Psychological Well-being Scale, and the Organizational Citizenship Behavior Scale. The framework that was used to analyze is multiple regression. The findings of the study indicate that religiosity does not have a significant effect on organizational citizenship behavior; psychological well-being has a significant effect on organizational citizenship behavior; then religiosity and psychological well-being have a significant simultaneous effect on organizational citizenship behavior, with total variable contribution is 48.8%.

Keywords: religiosity, psychological wellbeing, organizational citizenship behavior

INTRODUCTION

Educational institutions have an important effect in entering the disruption era. Educational institutions must be able to carry out the concept of excellent service and an excellent learning process for students and stakeholders, especially private educational institutions. The disruption era also requires educational institutions to have competent and prosperous teachers.

It takes human resource who have good psychological abilities and conditions to carry out a superior performance, especially related to efforts to disseminate the vision and mission of education foundations into an inseparable part of how a teacher or employee manages himself in work. Psychological well-being at workplace, a concept developed by Ryff [1] and later developed [2] can explain that workers not only need salaries and positions but also welfare and comfort with their jobs in a working phenomenon. The first wellbeing concept was compiled by Bradburn in 1969, which distinguishes positive and negative effects and defines happiness, which emphasizes the dimensions of feeling from positive functioning [3]. While the concept of psychological wellbeing refers to Rogers' view of fully functional people, Maslow's view of self-actualization, Jung's view of individuation, Allport's concept of maturity, Erikson's concept in describing individuals who achieve integration rather than despair, Neugarten's

concept of life satisfaction, and the positive criteria of healthy mental individuals [3]. Psychological well-being is a person's strength to work with personal values and organizational values.

In Islamic institutions, the aspect of religiosity as a person's religious behavior becomes very important to realize one's vision and mission in work [4]. The quality of human resources greatly determines the quality of education the value given to students. Teachers not only teach the knowledge and skill, but also become a model for their students. So that, in addition to these institutions having religious values, also needed teachers who have high religiosity to carry out their duties. This aspect is expected to encourage the extra-effect behaviors, namely behavior beyond the effect of work not as a workload but also the behavior of worship both *maghdah* worship and *ghaira maghdah* worship. Religiosity is an aspect that has been experienced by the individual in the heart, the vibration of personal conscience and personal attitude [5]. A similar thing was expressed by Glock and Stark regarding religiosity, namely religious attitudes which meant that there was an element of internalization of religion into a person, where religiosity is "an institutionalized system of values, beliefs and behavioral systems which are all centered on issues that are perceived as the most meaning" [4]. In this case, religiosity plays an important effect to realize an extra effect behavior which is shown in the form of organizational citizenship behavior [6].

Organizational citizenship behavior as individual behavior with freedom, not directly or explicitly related to the formal reward system and as a whole can improve the efficiency and effective functions of the organization [7]. Organ noted that OCB was found as an alternative to the hypothesis of the "satisfaction based on performance" hypothesis. Supported by findings from another research [8], that religiosity and psychological well-being are positively interrelated. Another research [9] found that religion is able to improve a person's psychological well-being. Departing from the above explanation, it is necessary to do research on the effect of religiosity and psychological wellbeing on organizational citizenship behavior.

The purpose of this research is to know how the effect of religiosity on organizational citizenship behavior, how the effect of psychological well-being on organizational citizenship behavior, and how the effect of

religiosity and psychological well-being simultaneously on organizational citizenship behavior.

METHOD

This study uses a research design which is explanative research that explains the relationship between research variables and tests the hypotheses previously stated. This study focused on the effect of religiosity and psychological wellbeing on organizational citizenship behavior. Thus the effect and relationship between variables will be seen. The independent variables in this study are religiosity and psychological well-being. The dependent variable in this study is: organizational citizenship behavior.

The research subjects were the teachers of the SMK Muhammadiyah 1, a vocational senior high school in Purwokerto. Researchers used population studies, which used the entire study population as research subjects as research data sources. Initially, the respondents of population in this study were 34 teachers, but 6 teachers did not complete the surveys and left the study.

Data collection used the questionnaire of religiosity scale, psychological well-being scale, and organizational citizenship behavior scale. The total questionnaires that were returned were feasible and could be analyzed are 28.

RESULT

Based on the results of the structural flow analysis calculations, the following are the findings of the calculation data in a simple regression analysis:

R square or the coefficient of determination. The coefficient of determination explains how Y variations caused by X₁ and X₂. Obtained R_{square} = .488 means that the variation that occurs in organizational citizenship behavior by 48.8% is caused by religiosity and psychological well-being, the remaining 51.2% is influenced by other things outside of this equation.

Significance Test of 1st Model: 1) H₁: Variables of religiosity has an effect on organizational citizenship behavior, and 2) H₂: Variables of psychological well-being has an effect on organizational citizenship behavior The test results using SPSS produce the following output:

Table 1. Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	Constant	.873	20.865		.042	.967
	Religiosity	.106	.191	.107	.554	.585
	PWB	.543	.168	.623	3.237	.003

a. Dependent Variable: OCB

From the data above shows that Sig. Religiosity is .585 (p> .05), therefore the hypothesis is rejected, meaning that the variable religiosity does not significantly influence organizational citizenship behavior. Furthermore, for the psychological well-being variable, the data above shows that Sig. for psychological well-being is equal to .003 (p>.05), therefore the

hypothesis is accepted, meaning that the variables of psychological well-being significantly influence organizational citizenship behavior.

Significance Test of 2nd Model: H₃: Religiosity and psychological well-being variables affect organizational citizenship behavior.

The test results using SPSS produce the following output:

Table 2. ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regresi	1030.840	2	515.42	11.93	.000
Residual	1080.125	25	43.205		
Total	2110.964	27			

a. Predictors: (Constant), PWB, Religi

b. Dependent Variable: OCB

Obtained Sig. F = .000 (p <.05), it can be concluded that the hypothesis is accepted, meaning that the variables of religiosity and psychological well-being simultaneously has a role on organizational citizenship behavior.

Based on the results of the research analysis, the three research variables were measured using questionnaires and multiple regression tests were conducted to see the effect of one variable on the other variables. From the results of data analysis, it was found that there was no significant effect of religiosity on organizational citizenship behavior on teachers of SMK Muhammadiyah 1, a vocational senior high school in Purwokerto, as evidenced by the results of sig. amounting to .585 (p> .05). Meanwhile, the data showed that the significant effect of psychological well-being variables on organizational citizenship behavior is indicated by the results of the sig calculation. amounting to .003 (p <0.05). The simultaneous effect of both religiosity and psychological well-being on organizational citizenship behavior based on the ANOVA table is obtained Sig. F is .000 (p <.05).

Research on the role of values of religiosity and social competence on organizational citizenship behavior [10], which also shows similar results that religious values have a less significant role on organizational citizenship behavior, which has an influence of 7.3%. It is said that religious teachings are more manifested in the formal aspect of having a function of regulating human life, so that it is difficult to show in the form of behavior due to changes and developments in the times. This is very much related to the small value of Islamic self-regulation at work-settings in the dimensions of metacognition according to the faith, because cognition of Islamic values that exist in individuals in the form of knowledge and understanding of religion are not synchronized in the form of intention and real voluntary behavior and citizenship specifically organizational citizenship behavior.

It was also that Islamic studies that are more volatile than grounded make it difficult for Muslims to implement them in the form of behavior and real work of helping behavior [10]. The obligation of a Muslim is to obey, follow what is outlined by his boss, keep promises and be honest in carrying out the mandate [11]. In the

context of *muammalah* behavior, the concept of extra-role behavior is actually owned by Muslim employees who work in Islamic institutions to display pro-social behavior extra-role performance or term as organizational citizenship behavior [7]. Based on the results of previous studies, data were obtained that there was no significant effect of religiosity on organizational commitment in Muslim employees of sharia financial institutions in Purwokerto [12]. Meanwhile in many studies that organizational commitment is an antecedent of organizational citizenship behavior, which means that the religiosity hypothesis contributes significantly to the organizational citizenship behavior [13].

Regarding metacognition in the context of self-regulation behavior in work settings, [14] someone who has a high level of cognition represents more abstract principles and motives in answering questions: "why should I reach the goal specified ", not" what should I do to get the goal "or" how do I achieve the goal ". Finally, most people with high metacognition will be very related to the different levels of social groups. It was found that people from the lower middle class were more focused on extrinsic motivation (such as financial) than their idealism [14].

CONCLUSION

Based on the results of this study can be concluded that: 1) religiosity does not have a significant effect on organizational citizenship behavior; 2) psychological well-being has a significant effect on organizational citizenship behavior; and 3) religiosity and psychological well-being have a simultaneous significant effect on organizational citizenship behavior. Religiosity and psychological well-being variables contribute effectively to organizational citizenship behavior with a total contribution of 48.8%.

Based on the results of the above research, the researchers advised management of SMK Muhammadiyah 1 Purwokerto (Vocational School) to consider forming other factors such as the religiosity and psychological well-being in order to generate organizational citizenship behavior. For further researchers, it is necessary to consider developing a broader research, linking with organizational citizenship behavior with other variables, such as emotional intelligence, self-control, self-confidence, and so on. The population or sample used should be applied to various types of organizations, both profit and non-profit organizations, thus providing a more comprehensive picture of the role of religiosity and psychological well-being towards organizational citizenship behavior.

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