

RINGKASAN

Penelitian ini merupakan penelitian survei pada pelaut di Indonesia. Tujuan dari penelitian ini yaitu untuk mengetahui pengaruh dimensi *big 5 personality* terhadap *organizational citizenship behavior* yang di moderasi oleh motivasi intrinsik dan motivasi ekstrinsik. Jumlah responden dalam penelitian ini adalah 156 responden. Dalam penelitian ini sampel diambil dengan cara *nonprobability sampling* yaitu dengan teknik *purposive sampling*. Pengumpulan data yang digunakan dalam penelitian ini adalah dengan menggunakan kuesioner secara langsung. Sedangkan alat analisis dalam penelitian ini menggunakan Analisis Regresi Berganda dengan software SPSS.

Berdasarkan hasil penelitian dan analisis data menunjukkan bahwa: (1) *neuroticism* berpengaruh negatif dan signifikan terhadap *organizational citizenship behavior*, (2) *extraversion* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, (3) *openness to experience* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, (4) *agreeableness* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, (5) *conscientiousness* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, (6) motivasi intrinsik memoderasi pengaruh *neuroticism* terhadap *organizational citizenship behavior*, (7) motivasi intrinsik tidak memoderasi pengaruh *extraversion* terhadap *organizational citizenship behavior*, (8) motivasi intrinsik tidak memoderasi pengaruh *openness to experience* terhadap *organizational citizenship behavior*, (9) motivasi intrinsik tidak memoderasi pengaruh *agreeableness* terhadap *organizational citizenship behavior*, (10) motivasi intrinsik tidak memoderasi pengaruh *conscientiousness* terhadap *organizational citizenship behavior*, (11) motivasi ekstrinsik memoderasi pengaruh *neuroticism* terhadap *organizational citizenship behavior*, (12) motivasi ekstrinsik tidak memoderasi pengaruh *extraversion* terhadap *organizational citizenship behavior*, (13) motivasi ekstrinsik tidak memoderasi pengaruh *openness to experience* terhadap *organizational citizenship behavior*, (14) motivasi ekstrinsik tidak memoderasi pengaruh *agreeableness* terhadap *organizational citizenship behavior*, dan (15) motivasi ekstrinsik tidak memoderasi pengaruh *conscientiousness* terhadap *organizational citizenship behavior*.

Kata Kunci: *Big 5 Personality*, Motivasi Intrinsik, Motivasi Ekstrinsik, *Big 5 Inventory*, *Organizational Citizenship Behavior*

SUMMARY

This research is a survey research on seafarers in Indonesia. The purpose of this study is to determine the effect of the Big 5 Personality dimension on Organizational Citizenship Behavior which is moderated by intrinsic motivation and extrinsic motivation. The number of respondents in this research is 156 respondents. In this study, the sample was taken by non-probability sampling, namely by purposive sampling technique. The data collection used in this study is by using a questionnaire directly. While the analytical tool in this research uses Multiple Regression Analysis Using SPSS software.

Based on the results of research and data analysis shows that: (1) neuroticism has a negative and significant effect on organizational citizenship behavior, (2) extraversion has a positive and significant effect on organizational citizenship behavior, (3) openness to experience has a positive and significant effect on organizational citizenship behavior, (4) agreeableness has a positive and significant effect on organizational citizenship behavior, (5) conscientiousness has a positive and significant influence on organizational citizenship behavior, (6) intrinsic motivation influences neuroticism on organizational citizenship behavior, (7) intrinsic motivation does not moderate the effect of extraversion on organizational citizenship behavior, (8) intrinsic motivation does not moderate the effect of openness to experience on organizational citizenship behavior, (9) intrinsic motivation does not moderate the effect of agreeableness on organizational citizenship behavior, (10) intrinsic motivation does not moderate the effect of conscientiousness on organizational citizenship behavior, (11) extrinsic motivation moderates the effect of neuroticism on organizational citizenship behavior, (12) extrinsic motivation does not moderate the effect of extraversion on organizational citizenship behavior, (13) extrinsic motivation does not moderate the effect of openness to experience on organizational citizenship behavior, (14) extrinsic motivation does not moderate the effect of agreeableness on organizational citizenship behavior, and (15) extrinsic motivation does not moderate the influence of conscientiousness on organizational citizenship behavior.

Keywords: *Big 5 Personality, Intrinsic Motivation, Extrinsic Motivation, Big 5 Inventory, Organizational Citizenship Behavior*