PENGARUH KESETARAAN DAN RASA HORMAT, TOLERANSI TERHADAP KEBERAGAMAN, DAN KEADILAN TENAGA KERJA (DIVERSITY MANAGEMENT - MANAJEMEN KEBERAGAMAN) TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (PERILAKU KEWARGANEGARAAN ORGANISASI) PADA PEGAWAI DI KANTOR BKPSDM KOTA MALANG

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ABSTRAK

Di era globalisasi, organisasi menghadapi keberagaman yang semakin kompleks sehingga memerlukan pengelolaan sumber daya manusia melalui penerapan Diversity Management (Manajemen Keberagaman). Penelitian ini bertujuan untuk menganalisis pengaruh Kesetaraan dan Rasa hormat, Toleransi terhadap Keberagaman, dan Keadilan Tenaga Kerja sebagai indikator Diversity Management terhadap Organizational Citizenship Behavior (Perilaku Kewarganegaraan Organisasi) pada pegawai di Kantor BKPSDM Kota Malang. Penelitian ini menggunakan pendekatan kuantitatif dengan Teknik pengumpulan data melalui kuesioner kepada seluruh pegawai yang berjumlah 47 pegawai. Analisis data dilakukan menggunakan regresi linier berganda dengan bantuan SPSS. Hasil penelitian ini menunjukkan bahwa Toleransi terhadap Keberagaman berpengaruh positif dan signifikan serta menjadi faktor dominan terhadap Organizational Citizenship Behavior (Perilaku Kewarganegaraan Organisasi). Sementara itu, Kesetaraan dan Rasa hormat serta Keadilan Tenaga Kerja tidak berpengaruh signifikan terhadap Organizational Citizenship Behavior (Perilaku Kewarganegaraan Organisasi). Dengan nilai kontribusi sebesar 58,8 % dapat dijelaskan oleh ketiga variabel independen dalam penelitian ini, sedangkan 41,2 % sisanya dipengaruhi oleh faktor lain diluar model penelitian ini contohnya seperti Motivasi Intrinsik, Kepemimpinan, Dukungan Sosial, Komitmen Organisasis dan masih banyak faktor yang mempengaruhi .

Kata Kunci: Kesetaraan dan Rasa hormat, Toleransi Terhadap Keberagaman, Keadilan Tenaga Kerja, *Diversity Management* (Manajemen Keberagaman), *Organizational Citizenship Behavior* (Perilaku Kewarganegaraan Organisasi)

THE INFLUENCE OF EQUALITY AND RESPECT, TOLERANCE FOR DIVERSITY, AND WORKFORCE JUSTICE (DIVERSITY MANAGEMENT) ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) AMONG EMPLOYEES AT THE BKPSDM OFFICE OF MALANG CITY

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ABSTRACT

In the era of globalization, organizations face increasingly complex diversity, requiring effective human resource management through the implementation of Divesity Management. This study aims to analyze the effect of Equality and Respect, Tolerance for Divesity, and Workforce Fairness as indicators of Diversity Management on Organizational Citizenship Behvaiour (OCB) among employees at the BKPSDM Office of Malang City.This research employed a quantitative approach, with data collected through questionnaires distributed to all 47 employees. Data analysis was conducted using multiple linear regression with the assistance of SPSS software. The results indicate that Tolerance for Diversity has a positive and significant effect and serves as the most dominant factor influencing Organizational Citizenship Behavior. Meanwhile, Equality and Respect and Workforce Fairness do not have a significant effect on Organizational Citizenship Behavior.The coefficient of determination shows that 58,8% of the variation in Organizational Citizenship Behavior can be explained by the three independent variables in this study, while the remaining 41,2% is influenced by other factors outside the research model, such as intrinsic motivation, leadership, social support, organizational commitment, and other related variables.

Keywords: Equality and Respect, Tolerance for Diversity, Workforce Fairness, Diversity Management, Organizational Citizenship Behavior