

ABSTRACT

THE EFFECT OF COMPENSATION AND INTERPERSONAL COMMUNICATION ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR AMONG NURSES AT HJ. SITI MUNIROH ISLAMIC HOSPITAL IN TASIKMALAYA

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The purpose of this research is to identify and analyze compensation, interpersonal communication, organizational citizenship behavior, and to analyze the influence of compensation and interpersonal communication on organizational citizenship behavior among nurses at Hj. Siti Muniroh Islamic Hospital in Tasikmalaya. The research method employed is a survey method. The data collection techniques utilized include questionnaires, interviews, and documentary studies. The sampling technique used is census sampling. The study was conducted on 54 respondents who are nurses at Hj. Siti Muniroh Islamic Hospital in Tasikmalaya. Multiple regression analysis was employed as the analytical tool. The research findings indicate that: (1) compensation has a significant effect on organizational citizenship behavior in nurses at the Hj. Siti Muniroh Islamic Hospital in Tasikmalaya; (2) interpersonal communication has a significant effect on organizational citizenship behavior in nurses at the Hj. Siti Muniroh Islamic Hospital in Tasikmalaya; (3) compensation and interpersonal communication have a significant effect on organizational citizenship behavior in nurses at the Hj. Siti Muniroh Islamic Hospital in Tasikmalaya.

Keywords: Compensation, Interpersonal Communication, Organizational Citizenship Behaviour