

## **The Relationships between Job Embeddedness and Organizational Citizenship Behavior Among Bank Officers**

**Aldenisa Bayang Runggawi**

**Annisa M. Nurrendra**

### **ABSTRACT**

The aim of this study was to explore the correlation between job embeddedness and organizational citizenship behavior among bank officers. This study was conducted by collecting 157 bank officers. The participants of this study are in the age range of 20 to 50 years old. Data were collected using job embeddedness instrument scale and organizational citizenship behavior's scale. Data were analyzed using correlations with Spearman's Rho that showed positive correlation between job embeddedness and organizational citizenship behavior of bank officers with  $r = 0,211$  and  $p = 0,004$  ( $p < 0,05$ ). The findings of this study confirmed the hypothesis of this study.

**Keywords:** *Job embeddedness, organizational citizenship behavior, bank officers.*