

## ABSTRACT

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**Job Characteristics (Autonomy): Moderator on Relationships Openness to Experience and Organizational Citizenship Behavior: Bonar Hutapea, M.Si & Sandi Kartasasmita, M.Psi**

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Organizational citizenship behavior (OCB) is a behavior apart from the employee job description that benefits the organization to improve the quality of the organization. Trait openness to experience characterized by imaginative, creative, happy with change, and diversity can be one of the personality variables that explain OCB in the workplace. However, the existence of autonomy in the workplace can also have an impact that strengthens or weakens individual PKOs so autonomy can have a moderating effect with this construct. The purpose of this study is to examine the role of autonomy as a moderator in the relationship of openness to experience and OCB. This type of research uses non-experimental research with quantitative methods and by collecting questionnaires. The study involved 95 nurses at Hermina Bogor Hospital, consisting of 77 women and 18 men. As a result, autonomy as a moderator provides an effective contribution with values  $\Delta R=0.897$  and  $p=0.00 <0.01$ . There is a significant autonomy role as a moderator and provides a role of 89.7% of the relationship trait openness to experience and PKO.

**Keywords:** Openness to experience, autonomy, organizational citizenship behavior (OCB)