

## ABSTRACT

**TIAR SUGIANTO:** "INFLUENCE OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT TO ORGANIZATIONAL CITIZENSHIP BEHAVIOR (STUDY ON EMPLOYEES PT. X.)"

xvi +107 pages+2 images+17 tables.

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Organizational Citizenship Behavior (OCB) is the attitude of helping voluntary and spontaneous display by members of the organization, the constructive nature, rewarded by the company but not directly related to the productivity of individuals. This study aims to find empirical evidence directly influence employee job satisfaction on OCB, job satisfaction directly influences the commitment of the organization, directly influence the organization's commitment to the OCB, with the aim to improve the effectiveness and efficiency through improved work organization OCB behavior of individual employees. This research was conducted at PT. X, an electric contracting company by taking a sampling of a population of 138 employees from 160 employees. Based on descriptive statistic analyses, simple regression, and multi regression analyses test results SPSS was found that the direct effect of job satisfaction on OCB, directly influence the organization's commitment to the OCB, the influence of job satisfaction and organizational commitment jointly to the OCB in PT X.

Keywords: Organizational Citizenship Behavior, Job Satisfaction,  
Organizational Commitment

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