

LECTURER MOTIVATION IN DOING ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) IN TERM OF SELF-DETERMINATION THEORY

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ABSTRACT

The success of an educational organization essentially depends on the willingness of the teachers to exceed the expectations of the role of volunteer. Behavior that can describe it is known as organizational citizenship behavior (OCB). A lecturer displays OCB, because he has autonomy to decide on options. On self-determination theory (SDT) explained that individual is at an autonomy level when their basic psychological needs are met from the environment, the needs of the individual sense of belonging or connectedness with others (relatedness), and needs to be able to master his activity and capable of producing a work well (competence). The purpose of this study include: (a) to determine the effect of relatedness and competence to the autonomous orientation, (b) to determine the effect of the autonomy orientation to the OCB, and (c) to determine the differences of OCB based on demographic data of respondents. The population of this research is the lecturer who work in X University, and Y University, located in West Jakarta, with N = 95. PLS used for analysis data. The results show that relatedness and competence have effect to the autonomy orientation; autonomy orientation has effect to organizational citizenship behaviors; and there are differences in OCB based on age and working period.

Key word: self-determination, basic psychological needs, causality orientation, organizational citizenship behavior, teacher/lecturer