

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja dan kepuasan kerja terhadap *Organizational Citizenship Behavior (OCB)* pada PT Surya Toto Indonesia Tbk., Populasi dalam penelitian ini adalah karyawan PT Surya Toto Indonesia Tbk. Yang berada di kantor pusat di Jakarta Barat, memiliki sebanyak 150 karyawan.

Sampel penelitian ini menggunakan 109 karyawan tetap PT. Surya Toto Indonesia Tbk. kantor pusat di Jakarta Barat. Data yang diperoleh dari penelitian berupa hasil survei penelitian lapangan dan menyebarluaskan kuesioner. Untuk menjawab perumusan masalah, tujuan dan hipotesis penelitian, maka analisis yang dipergunakan adalah analisis Regresi Linier Berganda.

Hasil penelitian ini, dapat disimpulkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap *Organization Citizenship Behavior (OCB)* (H1). Kemudian kepuasan kerja berpengaruh positif dan signifikan terhadap *Organization Citizenship Behavior (OCB)* (H2).

**Kata kunci :** motivasi kerja, kepuasan kerja, *Organizational Citizenship Behavior (OCB)*.



## **ABSTRACT**

*This study aims to determine the effect of motivation and job satisfaction on Organizational Citizenship Behavior (OCB) at PT. Surya Toto Indonesia Tbk., The population in this study were employees of PT Surya Toto Indonesia Tbk. Which is in the central office in West Jakarta , has as many as 150 employees.*

*The research sample using the 109 permanent employees of PT Surya Toto Indonesia Tbk. headquarters in West Jakarta. Data obtained from the research is a survey research field and distributing questionnaires. To answer the problem formulation, purpose and hypothesis of the study, the analysis used is Multiple Linear Regression analysis.*

*The results of this study , it can be concluded that motivation positive and significant effect on organizational citizenship behavior (H1). Then the job satisfaction and a significant positive effect on organizational citizenship behavior (H2).*

**Key words:** *work motivation, job satisfaction, Organizational Citizenship Behavior (OCB).*

