

ABSTRACT

Muh. Syaifudin Zuhri, 2012, Thesis. The Influence of Direct Compensation And Inderect Compensation To Organizational Citizenship Behaviour (OCB) Through Job Satisfaction. (The Study on Employees KUD "BATU" Batu Tourism City)

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Business competition today is tight, not only required in-role performance but also extra-role performance to be able to survive in the competition. KUD "BATU" which is formed principle business, has employees who has quite good extra-role performance. This is indicated by high productivity despite the relatively low wages are still below the minimum wage, it shows that KUD "BATU" employees want to work not only in accordance with the rules (in-role) but also willing to work outside the rules (extra role) for the good of KUD "BATU". This study aims to determine the effect of direct compensation and indirect compensation on job satisfaction partially or simultaneously, as well as indirect influence direct compensation and indirect compensation to Organizational Citizenship Behaviour (OCB) through job satisfaction.

This study uses *path analysis* model of multiple regression equations. Data collection techniques using a questionnaire with Likert scale and the classical assumption that are the autocorrelation test, multikorelasi, heteroscedasticity, and normality.

The analysis of this study, known that there is a significant influence on job satisfaction direct compensation. There is no direct significant effect of compensation on job satisfaction. There is a significant influence direct compensation and compensation not directly on job satisfaction simultaneously. There is a significant direct effect of direct compensation to the OCB. There is no direct compensation for the direct influence of the OCB through job satisfaction. There is no direct influence on OCB compensation indirectly through job satisfaction. There is a significant direct effect of job satisfaction on OCB.