ABSTRACT

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Basically relationship between the company and employees is a mutually beneficial relationship. On the one hand the company wants to get a big advantage, on the other hand wants an employee expectations and specific needs that must be met. One way to find out what is needed and expected by employees is to determine the level of OCB (external behavior) employee for the creation of job satisfaction is high on the company.

The purpose of this study is to determine simultaneously and partially influence of OCB on job satisfaction and to determine which variables are the most dominant influence on job satisfaction.

The type of research using quantitative research the analysis that intends to describe the existing variables using a statistical test. The sample of this study is 100 respondents.

From the analysis using multiple linear regression method, the result that the variable Altruism, Courtesy, Civic Virtue, Conscientiousness, and Sportsmanship significant effect on job satisfaction. But from some of the above variables are the variables that are very dominant Sportsmanship is the variable. So the variables are highly significant and dominant Sportsmanship.