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## **The Effect Motivation and Job Satisfaction on Organizational Citizenship Behavior (OCB)**

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### **Abstract**

*This research is intended to study the influence of; motivation on organizational citizenship; job satisfaction on organizational citizenship behavior; and motivation and job satisfaction (simultaneously) on organizational citizenship behavior of the employees. The method used in this research is associative research aiming to identify the causal relationship between the independent and dependent variable. Data collection techniques used in this research are field study using questionnaire and literature study. The population in this research consists of 58 employees, and the sample was determined using a saturated sample technique. The result of this research shows that motivation has a significant effect on organizational citizenship behavior with a significance value of  $0.000 < 0.05$ . Job satisfaction significantly affects organizational citizenship behavior with a significance value of  $0.000 < 0.05$ . Motivation and job satisfaction simultaneously have a significant effect on organizational citizenship behavior with a significance value of  $0.000 < 0.05$ . The extent of the influence of motivation and job satisfaction on organizational citizenship behavior is 45.8%. It indicates that the rest (44.2%) is influenced by other variables not examined in this research*

**Keywords:** Motivation; Job Satisfaction, Organizational Citizenship Behavior