

## ABSTRAK

Penelitian ini dilakukan pada PT. Bakrie Pasaman Plantations mengenai rendahnya kepuasan kerja terhadap kurangnya pemberian motivasi pada pekerja dan Pengembangan Karir, serta rasa tolong-menolong terhadap sesama individu pada saat berkerja atau *Organizational Citizenship Behavior* (OCB). Pendekatan penelitian ini adalah pendekatan kuantitatif melalui metode pengumpulan data menggunakan kuesioner dengan sampel 108 responden yang didapatkan melalui rumus *Slovin* dengan standar *error* 5%. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara motivasi kerja terhadap kepuasan kerja. Terdapat pengaruh positif dan signifikan antara pengembangan karir terhadap kepuasan kerja. Terdapat pengaruh positif dan signifikan antara motivasi kerja terhadap *Organizational Citizenship Behavior* (OCB). Terdapat pengaruh positif dan signifikan antara pengembangan karir terhadap *Organizational Citizenship Behavior* (OCB). Terdapat pengaruh positif dan signifikan antara kepuasan kerja terhadap *Organizational Citizenship Behavior* (OCB). Kepuasan kerja memediasi motivasi kerja terhadap *Organizational Citizenship Behavior* (OCB). Kepuasan kerja memediasi pengembangan karir terhadap *Organizational Citizenship Behavior* (OCB).

**Kata kunci : Motivasi Kerja, Pengembangan Karir, *Organizational Citizenship Behavior* (OCB), Kepuasan Kerja.**

### ***Abstract***

*This research was conducted at PT. Bakrie Pasaman Plantations regarding low job satisfaction due to lack of motivation for workers and Career Development, as well as a sense of helping each other at work or Organizational Citizenship Behavior (OCB). This research approach is a quantitative approach through the method of collecting data using a questionnaire with a sample of 108 respondents obtained through the Slovin formula with a standard error of 5%. The results showed that there was a positive and significant influence between work motivation and job satisfaction. There is a positive and significant influence between career development on job satisfaction. There is a positive and significant influence between work motivation and Organizational Citizenship Behavior (OCB). There is a positive and significant influence between career development and Organizational Citizenship Behavior (OCB). There is a positive and significant effect between job satisfaction and Organizational Citizenship Behavior (OCB). Job satisfaction mediates work motivation on Organizational Citizenship Behavior (OCB). Job satisfaction mediates career development on Organizational Citizenship Behavior (OCB).*

***Keywords: Work Motivation, Career Development, Organizational Citizenship Behavior (OCB), Job Satisfaction.***