

ABSTRACT

This study aims to examine how much influence work motivation and career development have on organizational citizenship behavior (OCB) with job satisfaction as an intervening variable in PT Bakrie Pasaman Plantations Air Balam Kec. Koto Balingka, Pasaman Barat Regency. Data collection methods are through surveys and distributing questionnaires. , with a sample of 123 respondents. The sampling technique used is probability sampling with a stratified random sampling model. The analysis method used is multiple linear regression analysis and path analysis using SPSS for windows version 16.0.

Based on the results of the study, it shows that work motivation, career development has a positive and significant effect on job satisfaction, and work motivation, career development has a positive and significant effect on organizational citizenship behavior (OCB) and job satisfaction mediates work motivation on organizational citizenship behavior (OCB), and Job Satisfaction Mediates Career Development on Organizational Citizenship Behavior (OCB). The variable contribution of Work Motivation, Career Development and Job Satisfaction has an effect of 65.8% while the remaining 34.2% is influenced by other variables outside of this study.

Based on the results of this study, it is hoped that Company Management can increase organizational citizenship behavior (OCB) by increasing Job Satisfaction, and Job Satisfaction will increase by increasing Work Motivation and Career Development at PT Bakrie Pasaman Plantations Air Balam, Koto Balingka District, Pasaman Barat through each of them. each indicator.

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

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh motivasi kerja dan pengembangan karir terhadap *organizational citizenship behavior* (OCB) dengan kepuasan kerja sebagai variabel intervening pada PT Bakrie Pasaman *Plantations* Air Balam Kec.Koto Balingka kab.Pasaman Barat. Metode pengumpulan data melalui survei dan mengedarkan kuisisioner, dengan sampel 123 responden. Teknik pengambilan sampel yaitu menggunakan *probability sampling* dengan model *stratified randomnessampling*. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS for windows versi 16.0.

Berdasarkan hasil penelitian menunjukkan bahwa Motivasi Kerja, pengembangan karir berpengaruh positif dan signifikan Terhadap Kepuasan Kerja, dan Motivasi Kerja, pengembangan karir berpengaruh positif dan signifikan Terhadap *organizational citizenship behavior* (OCB) dan Kepuasan Kerja memediasi Motivasi Kerja terhadap *organizational citizenship behavior* (OCB), dan Kepuasan Kerja memediasi Pengembangan Karir terhadap *organizational citizenship behavior* (OCB). Kontribusi variabel Motivasi Kerja, Pengembangan Karir dan Kepuasan Kerja berpengaruh sebesar 65,8% sedangkan sisanya sebesar 34,2% dipengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan *organizational citizenship behavior* (OCB) dengan meningkatkan Kepuasan Kerja, dan Kepuasan Kerja akan meningkat dengan meningkatkan Motivasi Kerja dan Pengembangan Karir pada PT Bakrie Pasaman *Plantations* Air Balam Kec.Koto Balingka kab.Pasaman Barat melalui masing-masing indikator.

Kata Kunci : Motivasi Kerja, Pengembangan Karir, *organizational citizenship behavior* (OCB), Kepuasan Kerja.