

ABSTRACT

Organizational Citizenship Behavior (OCB) is a behavior that needs to be owned by civil servants. Many ways can be done to improve the Organizational Citizenship Behavior (OCB) one with a financial compensation. Financial compensation were able to improve work discipline and motivation of achievement, so it can affect the Organizational Citizenship Behavior (OCB) employees. The purpose of this study is to describe and analyze further on the influence of financial compensation on Organizational Citizenship Behavior (OCB) with the discipline of work and achievement motivation as an intervening variable.

Data collection methods used in this study is a questionnaire with a sample of 74 employees BNNP Jawa Tengah, which uses a sample of the entire population census or using BNNP Jawa Tengah employees. Data analysis method used is multiple linear regression analysis. Mechanical testing data used in this study include path analysis and sobel test to test the effect of mediation.

The results of this study indicate that financial compensation negative and significant to work discipline and a positive and significant to motivation of achievement. Then the financial compensation and work discipline positive and significant impact on Organizational Citizenship Behavior (OCB), while the achievement motivation did not significantly affect to Organizational Citizenship Behavior (OCB). In addition, work discipline and motivation of achievement can not mediate the relationship between financial compensation on Organizational Citizenship Behavior (OCB).

Keywords : *financial compensation, work discipline, motivation of achievement, Organizational Citizenship Behavior (OCB)*