

This research has been done as solution to answer the problem that has been formulated in this research, which is to research if there is an influence of Leader Contingent Reward Behavior (LCR) toward employee performance and Organizational Citizenship Behavior (OCB) with justice and morale as a mediators. The selected research object in this study are Dinas Koperasi, Usaha Kecil dan Menengah of Central Java Province.

Respondents in this research are the employee of Dinas Koperasi, Usaha Kecil dan Menengah of Central Java Province which educated from high school to postgraduate. Data were collected through questionnaires which were filled by independently of the 144 respondents whom were choosen using sensus method. Then all collected data will be analyzed by using analytical tool Structural Equation Modeling (SEM) from AMOS software.

The hypothesis results of Structural Equation Modeling (SEM) show that : (1) Leader Contingent Reward Behavior (LCR) has significantly positive effect on justice, (2) Leader Contingent Reward Behavior (LCR) has significantly positive effect on morale, (3) Justice has significantly positive effect on employee performance, (4) Morale has significantly positive effect on Organization Citizenship Behavior (OCB), (5) Leader Contingent Reward Behavior (LCR) has sgnificantly positive effect on employee performance, (6) Leader Contingent Reward Behavior (LCR) has significantly positive effect on Organizational Citizenship Behavior (OCB).

Keywords : Leader Contingent Reward Behavior (LCR), justice, morale, employee performance, Organizational Citizenship Behavior (OCB).

ABSTRAK