

ABSTRACT

The purpose of this research is to test the influences of organization culture, and job satisfaction on commitment to increase OCB. Using these variables, the usage of these variables are able to solve the arising problem within PT. Surya Madistrindo. Statement of this problem is how increase OCB?.

The samples size of this research is 112 employees PT. Surya Madistrindo. Using the Structural Equation Modeling (SEM). The results show that organization culture, and job satisfaction on commitment to increase OCB.

The effect of organization culture on commitment are significant; the effect of job satisfaction on commitment are significant; the effect of commitment on OCB are significant; the effect of organization culture on OCB are significant; the effect of job satisfaction on OCB are significant.

Keywords: organization culture, job satisfaction, commitment, OCB.