

ABSTRACT

The purpose of this research is to test the influences of career development, and compensation justice on work motivation to impact organization citizenship behavior. Using these variables, the usage of these variables are able to solve the arising problem within employees Charoen Pokphand Semarang. Statement of this problem is how increase organization citizenship behavior?.

The samples size of this research is 127 employees Charoen Pokphand Semarang. Using the Structural Equation Modeling (SEM). The results show that career development, and compensation justice on work motivation to impact organization citizenship behavior.

The effect of career development on work motivation are insignificant; the effect of compensation justice on work motivation are significant; the effect of career development on organization citizenship behavior are insignificant; the effect of compensation justice on organization citizenship behavior are insignificant; the effect of work motivation on organization citizenship behavior are significant.

Keywords: career development, compensation justice, work motivation, and organization citizenship behavior.