

## **ABSTRACT**

*The problem developed in this research is how to increase Organizational Citizenship Behavior (OCB). Organizational citizenship behavior (OCB) is employee's extra-role behavior. Perceived of justice and work satisfaction, and organizational commitment are factors influencing OCB. There were several researches related these three variables (Perceived of justice, work satisfaction, and and organizational commitment) to OCB had produced the inconsistent conclusions. The aims of this research are analyzing the influence of perceived of justice and work satisfaction to organizational commitment and then the influence of organizational commitment to OCB.*

*The population of this research is all academician of UDINUS, the amount is 165 academicians. This research use Structural Equation Modeling (SEM) under AMOS as analytical tools.*

*Based on the result of this research the managerial implications concluded are organizational commitment is dominant factor influencing OCB. This result proves the important of organizational commitment to increase OCB. This result gives important implication to UDINUS to increase academician commitment to organization.*

*Keywords; Organizational Citizenship Behavior, organization commitment, work satisfaction, perceived of justice*