

ABSTRACT

This study aims to examine and analyze the effect of job satisfaction and organizational commitment on Organizational Citizenship Behavior (OCB) of Generation Z employees in Bandar Lampung. This research is a descriptive research with a quantitative approach. In this study data were collected using a questionnaire as many as 130 respondents. Data analysis used multiple linear regression analysis. The results of the analysis of this study indicate that job satisfaction and organizational commitment have a positive effect on Organizational Citizenship Behavior (OCB).

Keywords: *Job satisfaction, organizational commitment, Organizational Citizenship Behavior (OCB).*

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepuasan kerja dan komitmen organisasi terhadap *Organizational Citizenship Behavior* (OCB) karyawan generasi z di Bandar Lampung. Penelitian ini merupakan penelitian deskriptif dengan pendekatan kuantitatif. Dalam penelitian ini data dikumpulkan dengan menggunakan kuesioner sebanyak 130 responden. Analisis data menggunakan analisis regresi linear berganda. Hasil analisis dari penelitian ini menunjukkan bahwa kepuasan kerja dan komitmen organisasi berpengaruh positif terhadap *Organizational Citizenship Behavior* (OCB).

Kata kunci : Kepuasan kerja, Komitmen organisasi, Organizational Citizenship Behavior (OCB)