

ABSTRACT

JULIUS SALIM. *The effect of job satisfaction on organizational citizenship behavior through organizational commitment as an intervening variable at PT. Indotama Partner Logistics (Supervised by Rojuaniah)*

This study aims to analyze the effect of job satisfaction on organizational citizenship behavior through organizational commitment as an intervening variable at PT. Indotama Partner Logistics. This research is a research with a causal research category. This study utilizes an employee population of 130 respondents where the entire population is used as a sample. The research method used is path analysis. The results showed that job satisfaction directly affects organizational commitment while job satisfaction and organizational commitment influence organizational citizenship behavior of employees. But the direct influence of job satisfaction on organizational citizenship behavior was greater than the indirect effect of job satisfaction on organizational citizenship behavior through organizational commitment. This shows that employees of PT. Indotama Partner Logistics will continue to show job satisfaction with work, salary, promotion, supervision and coworkers despite the absence of employee attachments to the company.

Keywords: *Job Satisfaction, Organizational Commitment, Organizational Citizenship Behavior*