

## **ABSTRACT**

*The purpose of this study was to determine and analyze the effect of job satisfaction and organizational commitment on organizational citizenship behavior of employees of Pt.Aliran Karya Bengkulu. The type of research used is descriptive quantitative research. The population of this study were permanent employees of the Head Office of Pt.Aliran Karya Bengkulu, with a total of 54 employees. The sample in this study amounted to 47 people. Data collection was carried out through distributing questionnaires to permanent employees of the Pt.Aliran Karya Bengkulu Office. The data analysis technique used is descriptive analysis and multiple linear regression analysis. partially obtained showing that the variables of job satisfaction and organizational commitment have a positive and significant effect on organizational citizenship behavior, respectively. Simultaneously shows that job satisfaction and organizational commitment have a significant effect on organizational citizenship behavior of employees at the PT.Aliran Karya Bengkulu..*

*Kata kunci : Employee Performance, Job Satisfaction and Organizational Citizenship Behavior*