NELVY DWIYANTI. Analysis on the Factors Influencing the Organizational Citizenship Behavior of Contract Employee. Supervised by AIDA VITAYALA S HUBEIS and SADIKIN KUSWANTO.

Human Resources is one of the spearheads of the organization. In the absence of HR, the entire resources owned by the company can not be processed and developed for the organizational profit, likewise on the government organization. Every organization including the government organization has organizational citizenship behavior (OCB) which is very helpful to the employees including the contract employees, in the social scope of their jobs. Several aspects needed and at once able to determine the high to low of the content of OCB of the employees both contract and permanent are loyalty, compliance and their participations toward the overshadowing government agencies. The level of loyalty, compliance and participation of contract employees in the government sector is an interesting thing to study.

This research aims to analyze and test the factors influencing the OCB of contract employees in the government agencies, by using the factors of Job Satisfaction, Organizational Culture, Employee Commitment and Loyalty as the independent variables and the factor of Job Motivation as the intervening variable.

This research uses the case study in the Fishery Extension of Contract Workers of Aquaculture (PPTK) done in the Directorate General of Aquaculture of the Ministry of Marine and Fisheries with sampling in the area of Java Island for 2 months from July to September 2013. The analytical technique used in this research is SEM with the number of samples used of 145 people of contract employees in the scope of PPTK Aquaculture consisting of the areas of DKI Jakarta, Banten, West Java, Central Java, DI Yogyakarta and East Java.

Based on the result of research can be concluded that the factors of job satisfaction, organizational culture and employee commitment have the positive effect toward the job motivation of the PPTK, while the employee loyalty factor has no positive effect toward the job motivation, and the job motivation has the positive effect toward ocb of the contract employee. The implication from this research is the management policy of KKP to be able to promote the PPTK to be appointed on a permanent basis (PNS) especially PPTK that has the good performance and a long service life of devotion, an increase in salary which is still considered to be minimal to make ends meet and the need of routine technical training to find out the information of recent technology development and add the knowledge in the field of extension.

Key words: OCB, Contract Employee, Fishery Extension of Contract Workers (PPTK), Structural Equation Modelling (SEM).