

ABSTRACT

LECTURE MOTIVATION IN DOING ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) IN TERM OF SELF-DETERMINATION THEORY

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The success of an educational organization essentially depends on the willingness of the teachers who are willing to exceed the expectations of the role of volunteer. Behavior that can describe the role of voluntary behavior is known as organizational citizenship behavior (OCB). OCB displays a lecturer, because he has been able to decide the options. Freedom in choosing, in the terminology of psychology called autonomy. The term autonomy is used in self-determination theory (SDT) to explain the motivation of individuals in determining their actions without any external influence or intervention. Individuals are at the autonomy level when he has the orientation based on the interests and values that are believed, is not affected by pressure and control from outside of himself and more confident and independent in determining the behavior. The orientation of each individual in behavior related to basic psychological needs are met from the environment, namely the need to have a sense of connectedness or individual with others (relatedness), and needs to be able to master his activity and capable of producing a good job (competence). The population of this research is the lecturer who work in X University, and Y University, located in West Jakarta, with $N = 95$. PLS used for analysis data. The results show that relatedness and competence have effect to the autonomy orientation; autonomy orientation has effect to organizational citizenship behaviors.

keyword: self-determination, basic psychological needs, causality orientation, organizational citizenship behavior, teacher/lecturer.