

Developing Organizational Citizenship Behavior on Public Organizational Performance

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Abstract	<p>The research aims to build model behaviors and perceptions of public employees regarding organizational performance can be understood through their voluntary contributions to the functioning of their organization. It is argued that OCB can mediate the relationship between subjective constructs of organizational performance and the perceptions of employees regarding their leaders as well as their motivation to serve in the public sector. The purpose of this study in is Mapping Organizational Citizenship Behavior Model on Public Organizational Performance. And the second is Developing Organizational Citizenship Behavior Model on Public Organizational Performance. The research was conducted in 3 City Sector public area, The population in this research was all employees at public sector organization in 3 Regency City in Central Java: Semarang, Purworejo and Purwokerto. The sample selection was conducted through purposive sampling method. The sample sin this research were civil servants of the financial section in SKPD with the number of 300 respondents. The sources of data in this study were primary data through the distribution of questionnaires.</p>
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