

ABSTRACT

Organizations are required to keep developing and adapt to the occurring environment change. Organization is successful if they already achieved the predetermined target. So a successful organization need workers that does more than their own responsibility, or giving an above average performance. Workers that do more work than they were told to is called Organizational Citizenship Behavior (OCB). This research was conducted to know and analyze intrinsic motivation towards OCB to PT INTI.

The research method being used is quantitative, with the descriptive and causal type. Sample was taken with simple random sampling method. The number of sample is 83 people.

Descriptive analysis result shows all variables are in good category. As well as the variable of intrinsic motivation is in good category. Regression analysis result and coefficient of determination shows intrinsic motivation affect positively towards OCB and shows significantly towards PT INTI employees.

Keywords: *intrinsic motivation, organizational citizenship behavior*