

## ABSTRAK

Fuad Fachruddin. Pengaruh Budaya Organisasi dan Keadilan Organisasi terhadap *Organizational Citizenship Behavior* (OCB) dengan Komitmen Organisasional sebagai Variabel Intervening.

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan keadilan organisasi terhadap *organizational citizenship behavior* dengan komitmen organisasional sebagai variabel intervening. Penelitian ini dilakukan di perusahaan manufaktur yang berlokasi di Kabupaten Bekasi, khususnya kawasan industri di Cikarang. Sampel pada penelitian ini berjumlah 157 karyawan, dengan menggunakan teknik pengambilan sampel yaitu *purposive sampling* dengan ketentuan tertentu. Metode pengumpulan data yang digunakan pada penelitian ini adalah menggunakan kuesioner dengan menggunakan skala Likert. Penelitian ini merupakan jenis penelitian kualitatif yang dikuantitatifkan dengan menggunakan analisis jalur (*Path Analysis*) dalam pengolahan data. Hasil penelitian ini menunjukkan bahwa budaya organisasi dan keadilan organisasi berpengaruh positif terhadap komitmen organisasional, budaya organisasi dan komitmen organisasional berpengaruh positif terhadap perilaku *organizational citizenship behavior*. Sedangkan keadilan organisasi tidak berpengaruh langsung terhadap perilaku *organizational citizenship behavior* dan harus melalui komitmen organisasional terlebih dahulu agar mampu mempengaruhi perilaku *organizational citizenship behavior*. Variabel budaya organisasi, keadilan organisasi, dan komitmen organisasional secara simultan berpengaruh positif terhadap perilaku *organizational citizenship behavior*.

Kata Kunci : Budaya Organisasi, Keadilan Organisasi, Komitmen Organisasional, *Organizational Citizenship Behavior* (OCB)

## ABSTRACT

*Fuad Fachruddin. The Effect of Organizational Culture and Organizational Justice on Organizational Citizenship Behavior (OCB) With Organizational Commitment As Intervening Variables.*

*The purpose of this study was to determine the effect of organizational culture and organizational justice on organizational citizenship behavior with organizational commitment as an intervening variable. This research was conducted in a manufacturing company located in Bekasi Regency, particularly in the industrial area of Cikarang. The sample in this study amounted to 157 employees, using purposive sampling technique with certain conditions. The data collection method used in this study was a questionnaire using a Likert scale. This research is a quantitative qualitative research using path analysis in data processing. The results of this study indicate that organizational culture and organizational justice have a positive effect on organizational commitment, organizational culture and organizational commitment have a positive effect on organizational citizenship behavior. While organizational justice does not directly affect organizational citizenship behavior and must go through organizational commitment first to be able to influence organizational citizenship behavior. The variables of organizational culture, organizational justice, and organizational commitment simultaneously have a positive effect on the behavior of organizational citizenship behavior.*

*Keywords:* *Organizational Culture, Organizational Justice, Organizational Commitment, Organizational Citizenship Behavior (OCB)*