

## INTISARI

Penelitian ini bertujuan untuk menganalisis Pengaruh Keadilan Organisasi terhadap *Organizational Citizenship Behavior* yang dimediasi oleh Kepuasan Kerja dan Komitmen Organisasi pada Guru SMP Negeri Se Kecamatan Sentolo, Kabupaten Kulon Progo. Subyek dalam penelitian ini adalah Guru yang mengajar bekerja di SMP Negeri Se Kecamatan Sentolo, Kabupaten Kulon Progo. Dalam penelitian ini subyek berjumlah 115 dimana pengambilan data secara *personally administrated quistioners*. Alat analisis dan uji hipotesis menggunakan analisis *Structural Equation Model* dengan bantuan aplikasi AMOS Graphich 16.

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa : Keadilan organisasi berpengaruh secara signifikan terhadap OCB, Kepuasan Kerja dan Komitmen Organisasi. Kepuasan Kerja dan Komitmen Organisasi berpengaruh terhadap OCB. Peran Mediasi Kepuasan Kerja dan Komitmen Organisasi pada hubungan Keadilan Organisasi dengan OCB juga berpengaruh secara signifikan. Keadilan Organisasi berpengaruh terhadap Kepuasan kerja dengan nilai  $\rho (0,292) > \text{cut off value } (0,05)$ . Keadilan Organisasi terhadap Komitmen Organisasi dengan nilai  $\rho (0,040) < \text{cut off value } (0,05)$ . Keadilan Organisasi terhadap OCB dengan nilai  $\rho (0,000) < \text{cut off value } (0,05)$ . Komitmen Organisasi terhadap OCB dengan nilai  $\rho (0,000) < \text{cut off value } (0,05)$ . Kepuasan Kerja terhadap OCB dengan nilai  $\rho (0,000) < \text{cut off value } (0,05)$ .

**Kata Kunci:** Keadilan Organisasi, Kepuasan Kerja, Komitmen Organisasi dan *Organizational Citizenship Behavior*

## **ABSTRACT**

*This study aims to analyze the influence of organizational justice to the Organizational Citizenship Behavior mediated by Job Satisfaction and Organizational Commitment on Teacher at The Governmental Secondary School in District Sentolo, Regency Kulon Progo. The Subject in this study was teachers who teach in The Governmental Secondary School in District Sentolo, Regency Kulon Progo. In this study, subject of 115 teachers were collected data by personally administrated quistioner. Analysis tool and hypothesis testing used Structural Equation Model Analysis with helped by AMOS Graphich 16 application software.*

*Based on the analysis that have been made the result are the Organizational Justice significantly influence to the OCB, Job Satisfaction and Organizational Commitment. The Job Satisfaction and Organizational Commitment significantly influence to the OCB. The Job Satisfaction and Organizational Commitment as mediating variables also significantly influence to the OCB. Organizational justice was significantly influence to Job Satisfaction with value  $\rho$  (0,292) > cut off value (0,05). Organizational Justice was significantly influence to Organizational Commitment with values was  $\rho$  (0,040) < cut off value (0,05). Organizational Justice was significantly influence to OCB with value  $\rho$  (0,000) < cut off value (0,05). Organizational Commitmen to OCB with value  $\rho$  (0,000) < cut off value (0,05). Job Satisfaction to OCB with value  $\rho$  (0,000) < cut off value (0,05).*

**Keywords** : *Organizational Justice, Job Satisfaction, Organizational Commitment and Organizational Citizenship Behavior*