

ABSTRAK

Penelitian bermaksud untuk mengetahui dan menganalisa pengaruh *Organizational Justice* dan *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* pada PT. Temprina Media Grafika Surabaya. Teknik pengambilan sampel *proportional random sampling* dengan sampel sebanyak 83 responden. Analisis data, dapat disimpulkan bahwa ada pengaruh *Organizational Justice* terhadap *Organizational Citizenship Behavior* memiliki t hitung sebesar 5,435 dengan nilai signifikan sebesar 0,000 ($0,000 < 0,05$). Pengaruh *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* memiliki t hitung sebesar 39,980 dengan nilai signifikan sebesar 0,000 ($0,000 < 0,05$). Sehingga dapat ditarik kesimpulan bahwa *Organizational Justice* berpengaruh terhadap *Organizational Citizenship Behavior*. *Perceived Organizational Support* berpengaruh terhadap *Organizational Citizenship Behavior*. Uji F diketahui bahwa *Organizational Justice* dan *Perceived Organizational Support* secara bersama-sama berpengaruh terhadap *Organizational Citizenship Behavior* dengan nilai F hitung sebesar 936,030 dan nilai signifikan sebesar 0,000 ($0,000 < 0,05$).

Kata Kunci: *Organizational Justice, Perceived Organizational Support, Organizational Citizenship Behavior*

ABSTRACT

This research is intended to find out and analyze the effect of Organizational Justice and Perceived Organizational Support on Organizational Citizenship Behavior at PT. Temprina Media Grafika Surabaya. The sampling technique was proportional random sampling with a sample of 83 respondents. Analysis of the data, it can be concluded that there is an influence of Organizational Justice on Organizational Citizenship Behavior has a t count of 5.435 with a significant value of 0,000 ($0,000 < 0.05$). The effect of Perceived Organizational Support on Organizational Citizenship Behavior has a t count of 39,980 with a significant value of 0,000 ($0,000 < 0.05$). So it can be concluded that Organizational Justice influences Organizational Citizenship Behavior. Perceived Organizational Support influences Organizational Citizenship Behavior. The F test is known that Organizational Justice and Perceived Organizational Support together influence the Organizational Citizenship Behavior with a calculated F value of 936,030 and a significant value of 0,000 ($0,000 < 0.05$).

Keywords: *Organizational Justice, Perceived Organizational Support, Organizational Citizenship Behavior*