

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh keadilan organisasi terhadap perilaku ekstra peran melalui organizational trust sebagai variabel intervening di PDAM Giri Tirta Gresik. Populasi dalam penelitian ini adalah karyawan PDAM Giri Tirta Gresik. Sedangkan jumlah sampel menggunakan teknik proportional random sampling. pengumpulan data menggunakan kuesioner kemudian dianalisis menggunakan uji regresi dan path analisis dengan bantuan program SPSS Versi 21. Berdasarkan analisis yang dilakukan menggunakan uji t disimpulkan Keadilan organisasi berpengaruh signifikan terhadap organizational trust dengan nilai Sig, $0,004 < 0,05$. Keadilan organisasi berpengaruh signifikan terhadap perilaku ekstra peran dengan nilai Sig, $0,027 < 0,05$. Organizational trust berpengaruh signifikan terhadap perilaku ekstra peran dengan nilai Sig, $0,016 < 0,05$. Hasil pengujian hubungan tidak langsung menunjukkan bahwa nilai t hitung lebih besar dari nilai t tabel yaitu $21,508 > 1,666$. Hal ini mengindikasikan bahwa organizational trust signifikan menjadi variabel intervening dalam, kaitannya hubungan dengan keadilan organisasi terhadap perilaku ekstra peran karyawan.

Kata kunci : keadilan organisasi, perilaku ekstra peran, organizational trust.

ABSTRACT

This research was conducted to analyze the effect of organizational justice on organizational citizenship behavior through organizational trust as an intervening variable in PDAM Giri Tirta Gresik. The population in this study were employees of PDAM Giri Tirta Gresik. While the number of samples using proportional random sampling. Data collection using questionnaires was then analyzed using regression tests and path analysis with the help of SPSS Version 21. Based on the analysis carried out using the t test it was concluded that organizational justice has a significant effect on organizational trust with the values of Sig, $0,004 < 0,05$. Organizational justice had a significant effect on organizational citizenship behavior with Sig, $0,027 < 0,05$. Organizational trust has a significant effect on extra role behavior with Sig, $0,016 < 0,05$. The results of testing the indirect relationship indicate that the value of t count is greater than the value of t table which is $21,508 > 1.666$. This indicates that significant organizational trust becomes an intervening variable in relation to organizational justice towards the organizational citizenship behavior of employee roles.

Keywords: *organizational justice, organizational citizenship behavior, organizational trust*