

**ANALISIS PENGARUH KEADILAN ORGANISASI, KEPUASAN KERJA DAN
KOMITMEN ORGANISASI TERHADAP *ORGANIZATIONAL CITIZENSHIP
BEHAVIOR* PEGAWAI SEKRETARIAT DAERAH KABUPATEN LAMPUNG
TENGAH**

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ABSTRAK

Tujuan dari penelitian ini adalah untuk menguji dan menganalisis pengaruh keadilan organisasi, kepuasan kerja dan komitmen organisasi terhadap perilaku kewargaan organisasi pegawai Sekretariat Daerah Kabupaten Lampung Tengah. Responden dalam penelitian ini adalah 28 pegawai Sekretariat Daerah Kabupaten Lampung Tengah. Analisis data dalam penelitian ini menggunakan analisis kuantitatif, yaitu dengan menggunakan regresi linier berganda sebagai teknik analisis data. Hasil penelitian Ada pengaruh Organizational Justice terhadap Organizational Citizenship Behavior Pegawai Sekretariat Daerah Kabupaten Lampung Tengah. Ada pengaruh Kepuasan Kerja terhadap Organizational Citizenship Behavior Pegawai Setda di Kabupaten Lampung Tengah. Keadilan Organisasi, Kepuasan Kerja dan Komitmen Organisasi terhadap Perilaku Kewarganegaraan Organisasi Pegawai Sekretariat Daerah Kabupaten Lampung Tengah. Besarnya Pengaruh Keadilan Organisasi, Kepuasan Kerja dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior Pegawai Setda Kabupaten Lampung Tengah sebesar 55,1%, sedangkan sisanya sebesar 44,9% dipengaruhi oleh faktor lain di luar model yang termasuk dalam penelitian ini .

Kata kunci: keadilan organisasi, kepuasan kerja, komitmen organisasi, OCB

**ANALYSIS OF THE EFFECT OF ORGANIZATIONAL JUSTICE, JOB
SATISFACTION AND ORGANIZATIONAL COMMITMENT ON
ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF REGIONAL SECRETARIAT
EMPLOYEES, LAMPUNG CENTRAL REGENCY**

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ABSTRACT

The purpose of this study is to examine and analyze the influence of organizational justice, job satisfaction and organizational commitment to the organizational citizenship behavior of the Regional Secretariat of Central Lampung Regency employees. Respondents in this study were 28 employees of the Regional Secretariat of Central Lampung Regency. Data analysis in this study used quantitative analysis, namely by using multiple linear regression as a data analysis technique. The results of the study There is an effect of Organizational Justice on Organizational citizenship behavior of Regional Secretariat employees of Central Lampung Regency. There is an influence of Job Satisfaction on Organizational Citizenship Behavior of Regional Secretariat Employees in Central Lampung Regency. Organizational Justice, Job Satisfaction and Organizational Commitment to Organizational Citizenship Behavior of Regional Secretariat Employees in Central Lampung Regency. The magnitude of the Influence of Organizational Justice, Job Satisfaction and Organizational Commitment on Organizational Citizenship Behavior of Regional Secretariat Employees of Central Lampung Regency is 55.1%, while the rest is 44, 9% is influenced by other factors outside the model included in this study.

Keywords: organizational justice, job satisfaction, organizational commitment, OCB