

## **ABSTRACT**

*This research aims to know the influence of Organizational Justice, Affective Commitment, Continuance Commitment, Normative Commitment and Organizational Citizenship Behavior. The object for this research are employees who works at PT. Bromo jaya Indonesia/G2 Travel that located at Jendral Sudirman Street, kavling 26, Sona Topas Tower Building, 5<sup>th</sup> floor, Jakarta. This research was done to 64 respondents by using quantitative-descriptive approach. Thus, data analysis which is used is statistic analysis in the form of double linear regression test. research data analysis uses software SPSS Version 20.*

*The results of this research shows that simultaneously, the variables of Organizational Justice, Affective Commitment, Continuance Commitment, and Normative Commitment influence Organizational Citizenship Behavior of PT. Bromo Jaya Indonesia/G2 Travel in Jakarta. It has been proven by the results of simultaneous test (f) and the results of partial test (t), shows the variables of Organizational Justice and Affective Commitment has not significant influence on Organizational Citizenship Behavior. The variable of Continuance Commitment partially shows that significant negative influence on Organizational Citizenship behavior and the variable of Normative Commitment partially shows that significant positive influence on Organizational Citizenship Behavior.*

*Keywords : Organizational Justice, Affective Commitment, Continuance Commitment, Normative Commitment, Organizational Citizenship Behavior.*

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## ABSTRAK

Penelitian ini untuk mengetahui pengaruh Keadilan Organisasional, Komitmen Afektif, Komitmen Kontinuans, dan Komitmen Normatif terhadap *Organizational Citizenship Behavior*. Objek penelitian ini adalah seluruh karyawan yang bekerja di PT. Bromo Jaya Indonesia, yang berlokasi di Jl. Jendral Sudirman, Kavling 26, Gedung Sona Topas Tower, lantai 5, Jakarta. Penelitian ini dilakukan terhadap 64 responden dengan menggunakan pendekatan deskriptif kuantitatif. Karena itu, analisis data yang digunakan adalah analisis statistik dalam bentuk uji regresi linear berganda.

Hasil penelitian ini menunjukkan bahwa secara simultan, variabel Keadilan Organisasional, Komitmen Afektif, Komitmen Kontinuans, dan Komitmen Normatif berpengaruh terhadap *Organizational Citizenship Behavior* pada PT. Bromo Jaya Indonesia/G2 Travel di Jakarta. Hal ini di buktikan dengan hasil uji simultan (uji f). dari hasil uji parsial (uji t), variabel Keadilan Organisasional dan Komitmen Afektif tidak berpengaruh signifikan terhadap *Organizational Citizenship Behavior*. Variabel Komitmen Kontinuans menunjukkan ada pengaruh negatif signifikan terhadap *Organizational Citizenship Behavior* dan variabel Komitmen Normatif berpengaruh positif signifikan terhadap *Organizational Citizenship Behavior*.

Kata kunci : Keadilan Organisasional, Komitmen Afektif, Komitmen Kontinuans, Komitmen Normatif, *Organizational Citizenship Behavior*



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