

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh keadilan distributif dan *organizational citizenship behavior* terhadap komitmen organisasi dan dampaknya terhadap kinerja karyawan. Populasi dalam penelitian ini adalah seluruh karyawan PT Bungasari Flour Mills Indonesia Cilegon. Metode penarikan sampel yang digunakan yaitu sampel jenuh dengan mengambil seluruh karyawan yang bekerja di PT Bungasari Flour Mills Indonesia Cilegon. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuisioner. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square*. Penelitian ini membuktikan bahwa keadilan distributif berpengaruh positif dan signifikan terhadap kinerja karyawan. *Organizational citizenship behavior* berpengaruh positif dan signifikan terhadap kinerja karyawan. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Keadilan distributif berpengaruh positif dan signifikan terhadap komitmen organisasi. *Organizational citizenship behavior* berpengaruh positif dan signifikan terhadap komitmen organisasi.

Kata kunci : Keadilan Distributif, *Organizational Citizenship Behavior*, Komitmen Organisasi, Kinerja Karyawan, PT Bungasari Flour Mills Indonesia Cilegon.

## **ABSTRACT**

*This study aims to analyze the effect of distributive justice and organizational citizenship behavior on organizational commitment and its impact on employee performance. The population in this study were all employees of PT. Bungasari Flour Mills Indonesia Cilegon. The sampling method used is saturated sample by taking all employees who work at PT. Bungasari Flour Mills Indonesia Cilegon. Data collection methods using survey methods, with the research instrument is a questionnaire. The data analysis method uses Structural Equation Model-Partial Least Square. This study proves that distributive justice has a positive and significant effect on employee performance. Organizational citizenship behavior has a positive and significant effect on employee performance. Organizational commitment has a positive and significant effect on employee performance. Distributive justice has a positive and significant effect on organizational commitment. Organizational citizenship behavior has a positive and significant effect on organizational commitment.*

*Keywords: Distributive Justice, Organizational Citizenship Behavior, Organizational Commitment, Employee Performance, PT Bungasari Flour Mills Indonesia Cilegon.*