

## **ABSTRACT**

*This study was conducted to determine the effect of Organizational Justice and Work Motivation on organizational citizenship behavior. The object of this research is the employees of PT Astra Daihatsu Motor (Study on Employees of PT Astra Daihatsu Motor - Head Office). The research sample of employees was 82 people. The sampling technique uses the Slovin Method, with quantitative causal research methods. The analytical method used in this study is statistical analysis of multiple linear regression tests and data quality tests have been carried out before. The results showed that partially and together (simultaneous), organizational justice variables and work motivation had an effect on organizational citizenship behavior in PT Astra Daihatsu Motor.*

*Keywords: Organizational Justice, Work Motivation, Organizational Citizenship Behavior*



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## ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh *Organizational Justice* dan Motivasi Kerja terhadap *organizational citizenship behavior*. Objek pada penelitian ini adalah Karyawan PT Astra Daihatsu Motor (Studi pada Karyawan PT Astra Daihatsu Motor – *Head Office*). Sampel penelitian karyawan berjumlah 82 orang. Teknik pengambilan sampel menggunakan Metode Slovin, dengan metode penelitian kuantitatif kausal. Metode analisis yang digunakan pada penelitian ini adalah analisis statistik uji regresi linear berganda dan sebelumnya telah dilakukan uji kualitas data. Hasil penelitian menunjukkan bahwa secara parsial dan bersama-sama (simultan), variabel *organizational justice* dan motivasi kerja berpengaruh terhadap *organizational citizenship behavior* di PT Astra Daihatsu Motor.

Kata kunci : *Organizational Justice*, Motivasi Kerja, *Organizational Citizenship Behavior*

