

## ABSTRAK

Tujuan dari penelitian ini adalah menganalisis Peran Keadilan Distributif dan Persepsi Dukungan Organisasi terhadap perilaku *Organizational Citizenship Behavior* baik secara langsung maupun melalui *Organizational Learning* di PT. United Friends Indonesia. Menggunakan sampel jenuh dengan jumlah 67 orang karyawan, analisisnya kuantitatif dengan menggunakan metode pengumpulan kuesioner. *Structural Equation Model (SEM)* digunakan sebagai metode analisis dan *Smart – PLS* digunakan sebagai alat analisis. Hasil penelitian, Keadilan Distributif berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, Persepsi Dukungan Organisasi berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, Keadilan Distributif dan Persepsi Dukungan Organisasi berpengaruh positif dan signifikan terhadap *Organizational Learning*. Keadilan Distributif tidak berpengaruh signifikan terhadap *Organizational Learning* melalui *Organizational Citizenship Behavior* dan Persepsi Dukungan Organisasi tidak berpengaruh signifikan terhadap *Organizational Learning* melalui *Organizational Citizenship Behavior*.

**Kata Kunci :** Keadilan Distributif, Persepsi Dukungan Organisasi, *Organizational Citizenship Behavior*, *Organizational Learning*.



## **ABSTRACT**

*The purpose of this study was to analyze the Role of Distributive Justice and Perceptions of Organizational Support on Organizational Citizenship Behavior either directly or through Organizational Learning at PT. Indonesian Friends Association. Using a saturated sample with a total of 67 employees, the analysis is quantitative using a questionnaire collection method. Structural Equation Model (SEM) was used as an analytical method and Smart – PLS was used as an analytical tool. The results of the research, Distributive Justice has a positive and significant effect on Organizational Citizenship Behavior, Perception of Organizational Support has a positive and significant impact on Organizational Citizenship Behavior, Distributive Justice and Perceived Organizational Support have a positive and significant impact on Organizational Learning. Distribution of Justice has no significant effect on Organizational Learning through Organizational Citizenship Behavior and Perception of Organizational Support has no significant effect on Organizational Learning through Organizational Citizenship Behavior.*

**Keywords:** *Distribution Justice, Perceived Organizational Support, Organizational Citizenship Behavior, Organizational Learning.*



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