

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh keadilan organisasi dan iklim organisasi terhadap komitmen organisasi dan *organizational citizenship behaviour* (OCB) Pada PT. Bank Muamalat Cabang Kebon Jeruk. Desain penelitian menggunakan desain kausal dengan pendekatan kuantitatif. Populasi dalam peneliti ini adalah seluruh pegawai PT. Bank Muamalat Cabang Kebon Jeruk. Sampel yang digunakan dalam penelitian ini sebanyak 80 responden. Metode pengumpulan data melalui penyebaran kuesioner. Metode analisis data menggunakan SEM – PLS. Hasil temuan penelitian menunjukkan bahwa Keadilan organisasi berpengaruh positif signifikan terhadap komitmen organisasi pada pegawai PT. Bank Muamalat Indonesia. Keadilan organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior* pada pegawai PT. Bank Muamalat Indonesia. Iklim organisasi berpengaruh positif signifikan terhadap komitmen organisasi pada pegawai PT. Bank Muamalat Indonesia. Iklim organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior* pada pegawai PT. Bank Muamalat Indonesia. Komitmen organisasi berpengaruh positif signifikan terhadap *organizational citizenship behavior* pada pegawai PT. Bank Muamalat Indonesia.

Kata Kunci: Keadilan Organisasi; Iklim Organisasi; Komitmen Organisasi; *Organizational Citizenship Behaviour* (OCB)



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ABSTRACT

This study aims to determine and analyze the effect of organizational justice and organizational climate on organizational commitment and organizational citizenship behavior (OCB) at PT. Bank Muamalat Kebon Jeruk Branch. The research design uses a causal design with a quantitative approach. The population in this research is all employees of PT. Bank Muamalat Kebon Jeruk Branch. The sample used in this study was 80 respondents. Methods of data collection through the distribution of questionnaires. Methods of data analysis using SEM - PLS. The results of the research findings show that organizational justice has a significant positive effect on organizational commitment among employees of PT. Bank Muamalat Indonesia. Organizational justice has a significant positive effect on organizational citizenship behavior at PT. Bank Muamalat Indonesia. Organizational climate has a significant positive effect on organizational commitment to employees of PT. Bank Muamalat Indonesia. Organizational climate has a significant positive effect on organizational citizenship behavior at PT. Bank Muamalat Indonesia. Organizational commitment has a significant positive effect on organizational citizenship behavior at PT. Bank Muamalat Indonesia.

Keywords: *Organizational Justice; Organizational Climate; Organizational Commitment; Organizational Citizenship Behavior (OCB)*

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