

**PENGARUH *ORGANIZATIONAL JUSTICE*, *JOB SATISFACTION* DAN
SUBJECTIVE WELL-BEING TERHADAP *ORGANIZATIONAL CITIZENSHIP
BEHAVIOR* PADA KARYAWAN PT TITIS SAMPURNA JAKARTA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh antara *Organizational justice*, *Job satisfaction*, dan *Subjective well-being* terhadap *Organizational citizenship behavior*. Hipotesis dalam penelitian ini adalah *Organizational justice*, *Job satisfaction*, dan *Subjective well-being* secara langsung berpengaruh positif dan signifikan terhadap *Organizational citizenship behavior*, artinya semakin tinggi *Organizational justice*, *Job satisfaction*, dan *Subjective well-being* yang dirasakan oleh karyawan maka kecenderungan karyawan berperilaku OCB semakin tinggi, begitu juga sebaliknya. Subjek dalam penelitian ini 63 karyawan PT Titis Sampurna Jakarta. Teknik pengambilan sampel dalam metode ini menggunakan sampel jenuh, sedangkan teknik analisis data menggunakan *Partial Least Square* (PLS) dengan hipotesis dinyatakan diterima apabila nilai *P-Values* < 0,05. Dengan menunjukkan hasil nilai *path coefficient* terbesar ditunjukkan dengan pengaruh *Job satisfaction* terhadap *Organizational citizenship behavior* sebesar 2,199. Kemudian pengaruh terbesar kedua adalah pengaruh *Organizational justice* terhadap *Organizational citizenship behavior* sebesar 2,094, dan pengaruh yang paling kecil ditunjukkan oleh pengaruh *Subjective well-being* terhadap *Organizational citizenship behavior* sebesar 2,054. Hasil penelitian ini menunjukkan bahwa *Organizational justice*, *Job satisfaction*, dan *Subjective well-being* secara langsung berpengaruh positif dan signifikan terhadap *Organizational citizenship behavior*, sehingga hipotesis diterima.

Kata Kunci: *Organizational justice*, *Job satisfaction*, *Subjective well-being*, *Organizational citizenship behavior* (OCB)

**THE EFFECT OF ORGANIZATIONAL JUSTICE, JOB SATISFACTION AND
SUBJECTIVE WELL-BEING ON ORGANIZATIONAL CITIZENSHIP
BEHAVIOR IN EMPLOYEES OF PT TITIS SAMPURNA JAKARTA**

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ABSTRACT

The aim of this study to determine the effect of Organizational justice, Job satisfaction, and Subjective well-being to Organizational citizenship behavior. the hypothesis in this study is Organizational justice, Job satisfaction, and Subjective well-being directly influence positive and significant to Organizational citizenship behavior, meaning that the higher Organizational justice, Job satisfaction, and Subjective well-being perceived by employees the tendency of employees behave OCB higher, and otherwise. The subjects of this study were 63 employees PT Titis Sampurna Jakarta. The sampling technique in this method uses saturated sampling, while data analysis techniques used Partial Least Square (PLS) where the hypothesis is accepted if the P-Values <0.05. the result of the largest path coefficient value is shown by the influence of Job satisfaction on Organizational citizenship behavior of 2,199. Then the second largest is the influence Organizational justice on Organizational citizenship behavior of 2.094, and the smallest is the influence of subjective well-being on organizational citizenship behavior of 2.054. The results of this study indicate that Organizational justice, Job satisfaction, and Subjective well-being directly positively and significantly influence the Organizational citizenship behavior, so the conclusion of this hypothesis is accepted

Keywords: *Organizational justice, Job satisfaction, Subjective well-being, Organizational citizenship behavior (OCB)*