

The Influence of *Self Efficacy, Organizational Justice, and Perceived Organizational Support* on Organizational Citizenship Behavior in Uno.Co Employees

By Azahra Salsabila

Abstract

This research's purpose is to determine and prove the influence of self-efficacy, organizational justice, and perceived organizational support on organizational citizenship behavior. This research analyze 55 staff of the Uno.Co company as a sample, with a sampling technique using a saturated sample. The SEM based PLS is chosen as data analysis technique in this study. The results of the study shows that (1) self-efficacy has a positive effect on organizational citizenship behavior, (2) organizational justice has a positive effect on organizational citizenship behavior, (3) perceived organizational support has a positive effect on organizational citizenship behavior, (4) self efficacy, organizational justice, and perceived organizational support simultaneously have a positive effect on organizational citizenship behavior.

Keywords: *self efficacy, organizational justice, perceived organizational support, organizational citizenship behavior*

**Pengaruh *Self Efficacy*, *Organizational Justice*, dan *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* pada Karyawan
Perusahaan Uno.Co**

Oleh Azahra Salsabila

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh *self efficacy*, *organizational justice*, dan *perceived organizational support* terhadap *organizational citizenship behavior*. Penelitian ini menggunakan 55 karyawan tetap perusahaan Uno.Co sebagai sampel, dengan teknik pengambilan sampel menggunakan sampel jenuh. Teknik analisis data yang digunakan adalah SEM berbasis PLS. Hasil penelitian menunjukkan (1) *self efficacy* berpengaruh positif terhadap *organizational citizenship behavior*, (2) *organizational justice* berpengaruh positif terhadap *organizational citizenship behavior*, (3) *perceived organizational support* berpengaruh positif terhadap *organizational citizenship behavior*, (4) *self efficacy*, *organizational justice*, dan *perceived organizational support* secara simultan berpengaruh positif terhadap *organizational citizenship behavior*.

Kata Kunci: *self efficacy*, *organizational justice*, *perceived organizational support*, *organizational citizenship behavior*