

***The Influence of Organizational Justice and Perceived Organizational Support on Organizational Citizenship Behavior with Employee Engagement as a Moderating Variable (Case Study at the Data and Information Center of the Ministry of Defense of the Republic of Indonesia)***

**By: Nabil Hibatul Wafi Luthfan Fayyadh**

***Abstract***

*This study aims to determine and prove the effect of Organizational Justice and Perceived Organizational Support on Organizational Citizenship Behavior with Employee Engagement as a moderating variable. This research uses quantitative methods with the number of samples studied as many as 134 employees at the Data and Information Center of the Ministry of Defense of the Republic of Indonesia. The data analysis technique used in this research is descriptive and inferential statistical analysis. Data processing in this study used the SmartPLS 4.0 application with the Partial Least Square (PLS) based Structural Equation Model (SEM) method. The results of this study indicate that (1) Organizational Justice has a positive and significant effect on Organizational Citizenship Behavior, (2) Perceived Organizational Support has a positive and significant effect on Organizational Citizenship Behavior, (3) Employee Engagement has a positive and significant effect in strengthening the relationship of Organizational Justice to Organizational Citizenship Behavior, and (4) Employee Engagement has a positive and significant effect in weakening the relationship of Perceived Organizational Support to Organizational Citizenship Behavior.*

***Keywords:*** *Organizational Citizenship Behavior, Organizational Justice, Perceived Organizational Support, Employee Engagement*

**Pengaruh *Organizational Justice* dan *Perceived Organizational Support*  
terhadap *Organizational Citizenship Behavior* dengan *Employee Engagement*  
Sebagai Variabel Moderasi (Studi Kasus pada Pusat Data dan Informasi  
Kementerian Pertahanan Republik Indonesia)**

**Oleh: Nabil Hibatul Wafi Luthfan Fayyadh**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui dan membuktikan pengaruh *Organizational Justice* dan *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior* dengan *Employee Engagement* sebagai variabel moderasi. Penelitian ini menggunakan metode kuantitatif dengan jumlah sampel yang diteliti sebanyak 134 orang pegawai pada Pusat Data dan Informasi Kementerian Pertahanan Republik Indonesia. Adapun teknik analisis data yang digunakan dalam penelitian ini adalah dengan analisis statistik deskriptif dan inferensial. Pengolahan data pada penelitian ini menggunakan aplikasi SmartPLS 4.0 dengan metode *Structural Equation Model* (SEM) berbasis *Partial Least Square* (PLS). Hasil penelitian ini menunjukkan bahwa (1) *Organizational Justice* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, (2) *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior*, (3) *Employee Engagement* berpengaruh positif dan signifikan dalam memperkuat hubungan *Organizational Justice* terhadap *Organizational Citizenship Behavior*, dan (4) *Employee Engagement* berpengaruh positif dan signifikan dalam memperlemah hubungan *Perceived Organizational Support* terhadap *Organizational Citizenship Behavior*.

**Kata Kunci:** *Organizational Citizenship Behavior, Organizational Justice, Perceived Organizational Support, Employee Engagement*

