

ABSTRACT

This study basically aims to identify and analyze the effect of organizational support and leadership skills on organizational citizenship behavior through organizational commitment as an intervening variable in hipmapas. Sources of data in this study were primary data through the distribution of research questionnaires, as well as secondary data through journals, books, and relevant data obtained from companies. This study uses a student population on hipmapas.

The study was conducted by distributing questionnaires to 115 people who joined hipmapas, both men and women, and 115 filled out questionnaires. This study took the entire population to be sampled or called a census. The analytical tool used in this study is the SPSS 21 program.

The results of research data processing using the SSPS 21 application, based on the results of the analysis of the number of men > 67.8% (78) women <32.2% (37) people The number of valid data is 100% (115) people the results of the analysis of the age variable based on the results From the analysis it can be concluded that the majority of respondents are the total number of students aged 20-25 years 87.8% (101) people, the results of the analysis based on educational variables are S1 83.5% (96) people,

the output of the ANOVA section in this section to explain whether there is a real (significant) effect of the organizational support role variable (X) on the leadership skill variable (Y) from this output it can be seen that $f_{count} = 5.765$ with a

probability significance level of 0.001 < 0.05 then Regression models can be used to predict leadership skills variables.

Keywords: The Role of Organizational Support as a Mediator for the Effect of Procedural Justice on Leadership Skills.