

## **ABSTRACT**

*Companies in the oil processing sector are one of the vital sectors that support the Indonesian economy. This research focus on employees of oil processing companies, namely PT-Trans-Pacific Petrochemical Indotama (PT. TPPI). This research aims to determine the factors that influence employees' extra role behavior or organizational citizenship behavior (OCB). The existence of inconsistencies in the results of previous research is the main reason in this research regarding the relationship between organizational justice and OCB. Apart from that, there are employee engagement and job satisfaction variables as mediation variables to determine the role of these two mediating variables indirectly in their relationship to the influence of organizational justice on OCB. The population in this study were all employees at PT. TPPI Tuban. The sample used was permanent employees, involving 147 respondents using a sensus sampling technique. Data analysis used structural equation modeling (SEM) with the SmartPLS 3 analysis tool. Data was distributed via written questionnaires to respondents and then entered manually into Microsoft Excel for analysis. The research results show that organizational justice has a positive effect on OCB, employee engagement and job satisfaction. Then employee engagement has a positive effect on OCB. Furthermore, job satisfaction has a positive effect on OCB. The research results show that good implementation and improvement regarding organizational justice can increase employee OCB, engagement and job satisfaction. Then increasing employee engagement and job satisfaction can increase employee OCB which has a positive impact on the company. In addition, the role of employee engagement and job satisfaction can be an indirect factor or can mediate the relationship between organizational justice and OCB.*

**Keywords:** *organizational justice, organizational citizenship behavior, employee engagement, job satisfaction*