

ABSTRACT

In the current era of globalization, companies are required to make changes in terms of both external and internal to be able to adapt themselves to their competitors. Behaviors that were highlighted in the company nowadays is not only in-role behavior but it is expected to raise Organizational Citizenship Behavior (OCB) further. Organizational Citizenship Behavior (OCB) is an attitude that arises because of the reciprocal relationship between one party with the others. Therefore, the company's success in implementing organizational culture and organizational justice to increase organizational commitment will affect the Organizational Citizenship Behavior (OCB) among employees. The purpose of this study is to describe and analyze further about the influence of organizational culture and organizational justice on Organizational Citizenship Behavior (OCB), with organizational commitment as the intervening variable.

The data used in this study was collected through questionnaires and implemented to 88 of permanent employees in PT Telekomunikasi Indonesia (Telkom) Tbk. Regional Division IV Region Central Java and Special District of Yogyakarta that are not derived at managerial level and have more than one year working period based on random sampling method through drawing technique. The techniques of data analysis in this research includes the reliability test, the validity test, the classical assumption test, path analysis, and the Sobel test to examine the mediation effect.

The results of this study indicates that organizational culture have positive and significant effect on organizational commitment and Organizational Citizenship Behavior (OCB), organizational justice have a positive and significant effect on organizational commitment and Organizational Citizenship Behavior (OCB), and organizational commitment have a positive and significant effect on Organizational Citizenship behavior (OCB). In addition, organizational commitment is proven as the mediating variable of the relationship between organizational culture and organizational justice on Organizational Citizenship Behavior (OCB).

Keywords : organizational culture, organizational justice, organizational commitment, Organizational Citizenship Behavior (OCB)