

**PENGARUH *ORGANIZATIONAL COMMITMENT* dan
ORGANIZATIONAL JUSTICE TERHADAP *TURNOVER INTENTION*
KARYAWAN DIMEDIASI *ORGANIZATIONAL CITIZENSHIP*
*BEHAVIOR (OCB)***

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: 1) Pengaruh *Organizational commitment* terhadap *Turnover intention* karyawan 2) Pengaruh *Organizational justice* terhadap *Turnover intention* karyawan 3) Pengaruh *Organizational commitment* terhadap *Organizational Citizenship Behavior (OCB)* karyawan 4) Pengaruh *Organizational justice* terhadap *Organizational Citizenship Behavior (OCB)* karyawan 5) Pengaruh *Organizational Citizenship Behavior (OCB)* karyawan terhadap *Turnover intention* karyawan. Responden dalam penelitian ini karyawan di PT Kamaltex Karangjati sebanyak 109 responden.

Metode penelitian yang digunakan adalah penelitian *explanator yresearch* dengan pendekatan kuantitatif karena menjelaskan hubungan antara variabel-variabel dengan menggunakan kuesioner sebagai alat dalam pengumpulan data untuk mengungkap data *Organizational justice*, *Organizational commitment*, *Organizational Citizenship Behavior (OCB)* dan *Turnover intention*. Teknik analisis yang digunakan dalam penelitian ini adalah analisis regresi linier berganda.

Hasil dari penelitian ini menunjukkan bahwa *Organizational justice* terhadap *Organizational commitment* berpengaruh terhadap *Organizational Citizenship Behavior (OCB)*. *Organizational justice*, *Organizational commitment* dan *Organizational Citizenship Behavior (OCB)* didapati mampu menurunkan *Turnover intention* berpengaruh terhadap kinerja kerja perawat.

Kata kunci : *Organizational justice*, *Organizational commitment*, *Organizational Citizenship Behavior (OCB)*, *Turnover intention*

ABSTRACT

This study aims to determine: 1) Effect of Organizational commitment on employee turnover intention 2) Effect of Organizational justice on employee turnover intention 3) Effect of Organizational commitment on employee Organizational Citizenship Behavior (OCB) 4) Effects of Organizational justice on employee Organizational Citizenship Behavior (OCB) 5) The influence of employee Organizational Citizenship Behavior (OCB) on employee turnover intention. Respondents in this study were 109 respondents in PT Kamaltex Karangjati.

The research method used is explanator yresearch research with a quantitative approach because it explains the relationship between variables using a questionnaire as a tool in collecting data to uncover Organizational justice data, Organizational commitment, Organizational Citizenship Behavior (OCB) and Turnover intention. The analysis technique used in this study is multiple linear regression analysis.

The results of this study indicate that Organizational justice against Organizational commitment has an effect on Organizational Citizenship Behavior (OCB). Organizational justice, Organizational commitment and Organizational Citizenship Behavior (OCB) were found to be able to reduce Turnover intention to influence nurse work performance.

Keywords: *Organizational justice, Organizational commitment, Organizational Citizenship Behavior (OCB), Turnover intention*