

## ABSTRAK

Penelitian ini bertujuan untuk mendiskripsikan dan menganalisa pengaruh *Employee engagement*, keadilan organisasional, dan komitmen organisasional terhadap *organizational citizenship behavior* di PT Quartindo Sejati Furnitama. Penelitian ini menggunakan kuesioner dengan populasi seluruh karyawan pada PT Quartindo Sejati Furnitama di demak dan menggunakan teknik purposive sampling yang sebanyak 109 responden. Metode analisis data yang di gunakan pada penelitian ini adalah uji sobel dan analisis regresi berganda dengan menggunakan spss 22.0

Berdasarkan hasil penelitian ini menunjukkan bahwa variabel *Employee engagement* berpengaruh positive dan signifikan terhadap *organizational citizenship behavior*, keadilan organisasional berpengaruh positive dan signifikan terhadap *organizational citizenship behavior*, *employee engagement* berpengaruh positive dan signifikan terhadap komitmen organisasional, keadilan organisasional berpengaruh positif dan signifikan terhadap komitmen organisasional, komitmen organisasional berpengaruh positive dan signifikan terhadap *organizational citizenship behavior*.

**Kata kunci :** *Employee engagement*, keadilan organisasional, komitmen organisasional, *organizational citizenship behavior*.

## **ABSTRACT**

*This study aims to describe and analyze the influence of Employee engagement, organizational justice, and organizational commitment on organizational citizenship behavior at PT Quartindo Sejati Furnitama. This study uses a questionnaire with a population of all employees at PT Quartindo Sejati Furnitama in Demak and uses a purposive sampling technique of 109 respondents. The data analysis method used in this study is the sobel test and multiple regression analysis using SPSS 22.0*

*Based on the results of this study indicate that the Employee engagement variable has a positive and significant effect on organizational citizenship behavior, organizational justice has a positive and significant effect on organizational citizenship behavior, employee engagement has a positive and significant effect on organizational commitment, organizational justice has a positive and significant effect on organizational commitment, commitment organizational influence has a positive and significant effect on organizational citizenship behavior.*

*Keywords: Employee engagement, organizational justice, organizational commitment, organizational citizenship behavior.*