

ABSTRAK

Penelitian ini bertujuan untuk mengetahui yaitu : Pertama, mengetahui pengaruh *organizational justice* terhadap *job satisfaction*. Kedua, mengetahui pengaruh *organizational justice* terhadap *organization citizenship behavior*. Ketiga mengetahui pengaruh *job satisfaction* terhadap *organization citizenship behavior*. Keempat, mengetahui *job satisfaction* sebagai mediasi antara *organizational justice* terhadap *organization citizenship behavior*. Semua pengaruh antar variabel di atas telah diuji yang dilakukan pada UKM batik di Kabupaten Grobogan.

Metode penelitian yang digunakan yaitu penelitian deskriptif melalui pendekatan kuantitatif dengan menggunakan media pengumpulan data kuesioner untuk mengungkap data *organizational justice*, *job satisfaction* dan *organization citizenship behavior*, serta teknik penelitian yang digunakan yaitu analisis regresi linier berganda.

Hasil penelitian yang didapatkan menunjukkan bahwa *organizational justice* dan *job satisfaction* berpengaruh positif dan signifikan terhadap *organization citizenship behavior*, dan *job satisfaction* mampu menjadi mediasi atau variabel intervening untuk *organizational justice* terhadap *organization citizenship behavior*.

Kata kunci : *Organizational Justice, Job Satisfaction, Organization Citizenship Behavior*

ABSTRACT

This study aims to determine, namely: First, to determine the effect of organizational justice on job satisfaction. Second, knowing the effect of organizational justice on organizational citizenship behavior. Third, knowing the effect of job satisfaction on organizational citizenship behavior. Fourth, knowing job satisfaction as a mediation between organizational justice and organizational citizenship behavior. All the effects between the variables above have been tested on batik SMEs in Grobogan Regency.

The research method used is descriptive research through a quantitative approach using questionnaire data collection media to reveal organizational justice, job satisfaction and organizational citizenship behavior data, and the research technique used is multiple linear regression analysis.

The results obtained indicate that organizational justice and job satisfaction have a positive and significant effect on organizational citizenship behavior, and job satisfaction can be a mediating or intervening variable for organizational justice on organizational citizenship behavior.

Keyword : *Organizational Justice, Job Satisfaction, Organization Citizenship Behavior*

