

**HUBUNGAN KEADILAN PROSEDURAL  
DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)  
PADA ORGANISASI KEMAHASISWAAN**

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**ABSTRAK**

Penelitian dilakukan dengan tujuan untuk mengetahui hubungan antara keadilan prosedural dan *Organizational Citizenship Behavior* pada organisasi kemahasiswaan. Hipotesis penelitian ini adalah terdapat hubungan yang positif dan signifikan antara keadilan prosedural dengan *Organizational Citizenship Behavior* (OCB) pada pengurus organisasi kemahasiswaan. Subjek dalam penelitian ini adalah 196 pengurus organisasi kemahasiswaan. Alat pengumpulan data yang digunakan adalah skala keadilan prosedural dan skala *Organizational Citizenship Behavior* per dimensi. Hasil pengujian asumsi pada penelitian ini tidak didapatkan persebaran data yang normal namun bersifat linear. Maka dari itu, pengujian hipotesis menggunakan *Spearman's Rho*. Hasil penelitian menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara keadilan prosedural dan *Conscientiousness* ( $r = 0,347, p = 0,000$ ), keadilan prosedural dan *Courtesy* ( $r = 0,325, p = 0,000$ ), keadilan prosedural dan *Altruism* ( $r = 0,340, p = 0,000$ ), keadilan prosedural dan *Civic Virtue* ( $r = 0,389, p = 0,000$ ). Namun, hasil penelitian juga membuktikan bahwa tidak ditemukan hubungan antara keadilan prosedural dan *Sportmanship* ( $p = 0,144$ ).

**Kata kunci:** Keadilan Prosedural, *Organizational Citizenship Behavior*, Organisasi Kemahasiswaan

**RELATIONS BETWEEN PROCEDURAL JUSTICE  
AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)  
IN THE COLLAGE STUDENT ORGANIZATION**

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**ABSTRACT**

The research was conducted with the aim of knowing the relationship between procedural justice and Organizational Citizenship Behavior in student organizations. The hypothesis of this research is that there is a positive and significant relationship between procedural justice and Organizational Citizenship Behavior (OCB) in the management of student organizations. The subjects in this study were 196 student organization managers. The data collection tools used were procedural justice scale and Organizational Citizenship Behavior scale per dimension. The results of testing the assumptions in this study did not show normal data distribution but were linear. Therefore, testing the hypothesis using Spearman's Rho. The results showed that there was a positive and significant relationship between procedural justice and Conscientiousness ( $r = 0.347, p = 0.000$ ), procedural justice and courtesy ( $r = 0.325, p = 0.000$ ), procedural justice and Altruism ( $r = 0.340, p = 0.000$ ), procedural justice and Civic Virtue ( $r = 0.389, p = 0.000$ ). However, the results also proved that there was no relationship between procedural justice and Sportmanship ( $p = 0.144$ ).

**Keywords:** Procedural Justice, Organizational Citizenship Behavior, Student Organization